Holland Codes

Conventional well-organized accurate
numerically-inclined methodical efficient
orderly thrifty structured ambitious precise conscientious
conforming practical systematic polite

Enterprising self-confident sociable
enthusiastic adventurous impulsive
inquisitive talkative spontaneous energetic
persuasive energetic popular
ambitious optimistic extroverted

Realistic practical frank
natural born curious concrete self-controlled ambitious persistent athletic
mechanical thrifty stable resourceful independent

Organizer
Doer
Persuader
Thinker
Helper
Creator

Social friendly idealistic outgoing
cooperative responsible kind persuasive
patient helpful insightful understanding
generous forgiving empathetic

Artistic creative imaginative unconventional
independent original impulsive courageous complicated
nonconforming intuitive innovative emotional expressive
introspective sensitive open idealistic

It's all about YOU!

John L. Holland was the person who developed the theory that people can be described by a combination of six personality types. The theory proposed that people seek out work environments that match their personality type. A better match means more job satisfaction, because the person finds the job interesting.

Take a look at the words describing each of the six personality types. How many of these words describe you?

You’ll probably find words that describe you in each list. But usually there are two or three with lots of words that make you say, “That’s ME!”

Take the quiz on the next page to identify your personality type, also known as your interest profile. Match your interest profile with the interest profiles of occupations in the Career Planning Table. Jobs that match your interests will be a better career choice for you.

Based on the Holland Code by Dr. John L. Holland


New Hampshire Employment Security, Economic and Labor Market Information Bureau • (603) 228-4124 • www.nhes.nh.gov/elmi
A great way to explore careers is to take an assessment. Assessments are tools to help you discover important things about yourself. Assessments can be based on a variety of things, like your skills, interests or values. What’s the best thing about assessments? There are no wrong answers!

Assessments help you think about the types of careers that fit you by providing a broad sense of your career options. If an assessment gives you results that seem really unlikely, don’t panic! It got you thinking about what you’d like to do, didn’t it?

This assessment is based on the Holland Code. Once completed, you will have an interest profile to match to different career areas. What follows are descriptions for each interest code. Read the descriptions for the codes in your interest profile.

**Realistic: Doers**
People who have athletic or mechanical ability, prefer to work with objects, machines, tools, plants or animals, or to be outdoors. They like to work with their hands. They are often practical and good at solving problems.

**Social: Helpers**
People who like to work with people to enlighten, inform, help, train, or cure them, or are skilled with words. They enjoy training, instructing, counseling or curing others. They are often good public speakers with helpful, empathetic personalities.

**Investigative: Thinkers**
People who like to observe, learn, investigate, analyze, evaluate or solve problems. They often like to work independently, tend to be good at math and science and enjoy analyzing data.

**Artistic: Creators**
People whose abilities are artistic, innovative or intuitive. They like to work in unstructured situations where they can use their imagination and creativity. They enjoy performing (theater or music) and visual arts.

**Enterprising: Pursuers**
People who like to work with people, influencing, persuading, performing, or managing for organizational goals or economic gain. They like to lead and tend to be assertive and enthusiastic.

**Conventional: Organizers**
People who pay attention to detail and like to work with data, have clerical ability, and follow through on others’ instructions. They have good organizational and numerical abilities. Conventional people also like working in structured situations.

This assessment is based on Dr. John Holland’s theory that people and work environments can be loosely classified into six different groups. Different peoples’ personalities may find different environments more to their liking. While you may have some interests in and similarities to several of the six groups, you may be attracted primarily to two or three of the areas. These two or three letters are your Holland Code.

For example, with a code of RES you would most resemble the Realistic type, somewhat but less resemble the Enterprising type, and somewhat but even less resemble the Social type. The types that are not in your code are the types you resemble least of all. Most people, and most jobs, are some combination of two or three of the Holland interest areas.

Do you like to …

- … do puzzles?
- … work on cars?
- … attend concerts, theaters or art exhibits?
- … work in teams?
- … organize things like files, offices or activities?
- … set goals for yourself?
- … build things?
- … read fiction, poetry or plays?
- … have clear instructions to follow?
- … influence or persuade people?
- … do experiments?
- … teach or train people?
- … help people solve their problems?
- … take care of animals?
- … have your day structured?
- … sell things?
- … do creative writing?
- … work on science projects?
- … take on new responsibilities?
- … heal people?
- … figure out how things work?
- … put things together or assemble models?
- … be creative?
- … pay attention to details?
- … do filing or typing?
- … learn about other cultures?
- … analyze things like problems, situations or trends?
- … play instruments or sing?
- … dream about starting your own business?
- … cook?
- … act in plays?
- … think things through before making decisions?
- … work with numbers or charts?
- … discuss issues like politics or current events?
- … keep records of your work?
- … be a leader?
- … work outdoors?
- … work in an office?
- … work on math problems?
- … help people?
- … draw?
- … give speeches?

Total up your checkmarks by color and record the number in the colored boxes . . . the three letters with the highest scores are your Interest Profile.

<table>
<thead>
<tr>
<th>Realistic</th>
<th>Investigative</th>
<th>Artistic</th>
<th>Social</th>
<th>Enterprising</th>
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Now, take the quiz below, checking the statements that describe things you like to do. Count the checkmarks for each color, and write the total in the matching colored boxes at the bottom. The three highest scores are your Interest Profile.

Look for jobs with a matching interest profile in the Career Planning Table to get potential career choices. Use these careers to start career exploration.

Remember — an assessment isn’t the final word! It’s only one way to start thinking about careers. And this interest assessment is only one type available. Other assessments measure different aspects of your personality.