

DISCOVER YOUR HOLLAND CODE

Dr. John Holland, a career development theorist, wanted to help people explore career areas. About 29 years ago he created a system of arranging interests and abilities into six categories, according to information from the Indiana College Placement and Assessment Center (ICPAC).

Dr. Holland believed that every person fits into at least one category, and most people fit into two or three categories. Your personal combination of these categories is called your "Holland Code", according to ICPAC.

What's your personal Holland Code? Complete the activity and see!

STEP 1

Circle the subjects, activities or people that are most appealing to you.

STEP 2

Count the number of items you circled in each column. Write this number in the box at the bottom of each column.

STEP 3

Find two to three of your highest numbers. In the boxes below, write the letters that correspond to your highest numbers. This is your Holland Code. Learn more about what your code means on the next page.

Farming	Advanced math	Acting in a play	Studying people in other lands	Talking to people at a party	Word Processing
Auto mechanics	Astronomy	Drawing or painting	Going to church	Working on a sales campaign	Using a cash register
Carpentry	Physics	Foreign languages	Teaching children	Buying clothes for a store	Working nine to five
Electronic typesetting	Using a chemistry set	Reading art and music magazines	Helping people solve personal problems	Selling life insurance	Typing reports
Wildlife biology	Being in a science fair	Going to concerts	Working with old people	Talking to sales people	Filing letters and reports
Building things	Doing puzzles	Fashion design	Belonging to a club	Giving speeches	Keeping detailed records
Fixing electrical appliances	Building rocket models	Creative writing	Attending sports events	Being elected class president	Using business machines
Driving a truck	Working in a laboratory	Playing with musicians	Making new friends	Being with leaders	Following a budget
▽ ▽ ▽ ▽	▽ ▽ ▽	▽	▽	▽	▽
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
R	I	A	S	E	C

CREATE CAREER IDEAS!

Circle the letters in your personal Holland Code to find out which categories fit you.

R REALISTIC These people have athletic or mechanical ability. They prefer to work with objects, machines, tools, plants or animals. They usually like to work outdoors.	I INVESTIGATIVE These people like to observe, learn, investigate, analyze, evaluate or solve problems.	A ARTISTIC These people have artistic, innovative or intuitive abilities. They usually like to work in an unstructured situation using their imagination or creativity.	S SOCIAL People in this category like to work with people. They like to inform, enlighten, help train, develop or cure people. They also may be skilled with words.	E ENTERPRISING These people also like to work with people, but they like to influence, persuade, or perform. They like to lead or manage for organizational goals or economic gain.	C CONVENTIONAL In this group people like to work with data, have clerical or numerical ability and carry things out in detail. They usually enjoy following other people's instructions.
---	--	---	---	---	--

To discover careers that fit your interests, take a look at the career examples listed under the heading related to your Holland Code.

Of course, there are many more careers you could add to the list.

Now that you know some of your interests, you can ask parents, teachers, and counselors to help you discover more careers in areas that would be fun for you.

R I A S E C

REALISTIC	INVESTIGATIVE	ARTISTIC	SOCIAL	ENTERPRISING	CONVENTIONAL
Accountant	Actuary	Actor	Air traffic controller	Activities therapist	Auditor
Aircraft mechanic	Aerospace engineer	Advertising agent	Ambulance driver	Auto salesperson	Bank teller
Ambulance attendant	Agricultural scientist	Architect	Audiologist	Barber	Billing clerk
Animal caretaker	Airplane pilot	Archivist and curator	Bartender	Bellhop bell captain	Bookkeeper
Auto mechanic	Astronomer	Choreographer	Child care worker	Building manager	Broadcast technician
Biomedical equipment technician	Biological scientist	Commercial artist	College professor	City manager	Cashier
Brick mason	Ceramic engineer	Composer	Compliance officer	Collection worker	Clerical supervisor
Carpenter	Chemical engineer	Dancer	Correction officer	Cook/chef	Court clerk
Carpet installer	Chiropractor	Director	Cosmetologist	Court administrator	Court reporter
Chef	Civil engineer	Landscape architect	Counselor	Custodian	Credit manager
Diesel mechanic	Computer programmer	Industrial designer	Dental assistant	Financial manager	Data entry keyer
Dental laboratory technician	Dentist	Musician	Dental hygienist	Flight attendant	Dispatcher
Drafter	Dialysis technician	Merchandise displayer	Detective, private	Food service manager	File clerk
Electrician	Economist	Producer	Dietician	Funeral director	Food service worker
Electronics engineer	Geographer	Reporter	Education administrator	General manager	Groundskeeper
Emergency medical technician	Geologist	Technical writer	Employment interviewer	Hotel manager	General office clerk
Farm manager	Industrial hygienist	Visual arts	Freight mover	Human service worker	Highway worker
Firefighter	Laser technician	Writer and editor	Guard	Industrial engineer	Insurance claim representative
Fish and game warden	Management analyst		Health administrator	Industrial traffic manager	Library technician
Forester	Marine engineer		Home health aide	Insurance agent	Medical records technician
Heating/cooling mechanic	Mathematician		Enterpriser	Interpreter	Nuclear inspector
Jewelry repairer	Meteorologist		Librarian	Judge	Painter
Locomotive engineer	Nuclear engineer		Marriage counselor	Lawyer	Payroll clerk
Locksmith	Optometrist		Medical assistant	Manufacturer's representative	Receptionist
Machinist	Pharmacist		Optometric assistant	Model	Secretary
Meat cutter	Physician's assistant		Occupational therapist	Pest controller	Stenographer
Mechanical engineer	Respiratory therapist		Paralegal	Photographer	Telephone operator
Mining engineer	Sales engineer		Physical therapist	Postal clerk	Underwriter
Nuclear medical technician	Sociologist		Podiatrist	Public relations specialist	Word processor
Office machine repairer	Speech pathologist		Police officer	Stockbroker	
Optician	Statistician		Preschool worker	Surveyor	
Petroleum engineer	Surgical technician		Social worker	Travel agent	
Power plant operator	Veterinarian		Teacher		
Plumber and pipe fitter					
Robotics technician					
Roofer					
Sailor and deck hand					

Courtesy of the Indiana College Placement and Assessment Center in Bloomington. Adapted from "Knowing Your Holland Code," Utah State Occupational Information Coordinating Committee, Form =7194.