

Career Interests – Your Holland Code

Dr. John Holland's theory on career interests states 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.

Imagine walking into a room in which the six groups of people below are already interacting. Read the descriptions of each group. What would you be drawn to first, then second, and possibility third choice. These two or three letters are your **Holland Code**.

For example, if you choose **R** then **E** and then **S** you would most resemble the **Realistic** type, somewhat less resemble the **Enterprising** type, and resemble the **Social** type even less. 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.

My Holland Code is: _____

This will give you additional ways of checking out your career-related interests and getting involved in your career planning.

Realistic	Investigative	Artistic	Social	Enterprising	Conventional
People who have athletic or mechanical ability, prefer to work with objects, machines, tools, plants or animals, or to be outdoors.	People who like to observe, learn, investigate, analyze, evaluate or solve problems.	People who have artistic, innovating or intuitional abilities and like to work in unstructured situations using their imagination and creativity.	People who like to work with people to enlighten, inform, help, train, or cure them, or are skilled with words.	People who like to work with people, influencing, persuading, performing, leading or managing for organizational goals or economic gain.	People who like to work with data, have clerical or numerical ability, carry out tasks in detail or follow through on others' instructions.

The three sites below offer you the chance to input your Holland Code and explore the career profiles that match your code.

- <http://online.onetcenter.org/find/descriptor/browse/Interests/#cur>
- <http://cacareerzone.org/flash/riasec/index.html>
- <http://www.labormarketinfo.edd.ca.gov/cgi/career/occhollandselection.asp>

This RIASEC model of occupations is the copyrighted work of **Dr. John L. Holland**, and his publisher, **Psychological Assessment Resources, Inc. (PAR)**. Courtesy of the University of Missouri Career Center. www.missouri.edu