

# crack your Holland code

A Holland code is one way to begin to investigate your career interests. Dr. John Holland was a psychologist and career theorist who came up with a system of arranging careers and jobs into six categories. His theory was that an individual's skills, traits, and talents could be classified into six categories, and could provide information about the kinds of jobs or careers that might be good fits.

## HOLLAND'S MAGIC SIX



**Realistic** careers require mechanical ability and a desire to work with objects.



**Investigative** careers involve observing, analyzing, or solving problems.



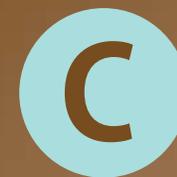
**Artistic** careers require a desire for creative experiences.



**Social** careers involve supporting, informing, training, or enlightening others.



**Enterprising** careers involve influencing, persuading, or leading others.



**Conventional** careers entail working with information, numbers, or details.

Everyone has traits from all six of Holland's categories, but most people are best represented by a combination of categories. Find your Holland code by placing a check in the boxes of those activities below that interest you the most. Then tally up the number of checked items in each section and write the number at the bottom of that section's box.

**Realistic**

- fix a car
- use power tools
- care for animals
- play with gadgets
- play a sport
- upholster a chair
- work on an engine
- go camping
- paint a room
- cook or barbecue
- hook up an entertainment system

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**Investigative**

- use a microscope
- dissect an animal
- study the weather
- read science fiction
- solve math puzzles
- study other cultures
- build rocket models
- visit a science museum
- repair computer glitches
- evaluate a crime scene

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**Artistic**

- write stories
- sing on stage
- play an instrument
- rearrange a room
- take photographs
- arrange flowers
- design stage sets
- direct a play
- write a blog
- lead a book group
- learn foreign languages

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**Social**

- throw a party
- give first aid
- make people laugh
- talk about feelings
- meet new people
- be a social worker
- teach school
- become a minister
- volunteer for a charity
- be a tour guide
- be a translator

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**Enterprising**

- sell things
- start a club
- debate an issue
- take charge
- manage money
- run a campaign
- manage a hotel
- sell real estate
- practice law
- be a detective
- plan events for others

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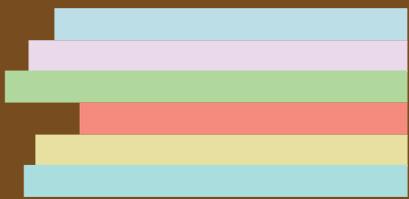
**Conventional**

- follow a recipe
- clean up a room
- put things in groups
- plan a trip
- create a budget
- follow instructions
- sort the mail
- be a bank teller
- analyze handwriting
- work in food service
- take phone messages

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**Now for your code:** Which color has the highest number of choices? List that letter in the first space to the left. Then list those letters with second-highest and third highest numbers. This is your Holland code. Now look at the next two pages for some job titles that fit the first two letters of your code.

\_\_\_\_\_
\_\_\_\_\_
\_\_\_\_\_  
*highest*                      *second-highest*                      *third-highest*



# do what you are

## REALISTIC

### REALISTIC Investigative:

air conditioning mechanic  
 animal trainer  
 auto mechanic/auto body repairer  
 computer software engineer  
 electrical engineer  
 exterminator  
 dental lab technician  
 fire investigator  
 forester  
 hazardous waste removal worker  
 welder

### REALISTIC Enterprising:

airplane pilot  
 diesel mechanic  
 electrician  
 farmer  
 glazier (a person who cuts  
 and fits glass into buildings)  
 jeweler  
 painter  
 plumber  
 printing press operator

### REALISTIC Social:

bus driver  
 corrections officer  
 firefighter  
 police officer  
 silversmith  
 truck driver  
 barber  
 power line installer  
 surgical technologist

### REALISTIC Conventional:

drafter (who creates drawings based on designs  
 developed by engineers and architects)  
 computer operator  
 sailor  
 upholsterer  
 x-ray technician  
 coach, umpire, or referee

### REALISTIC Artistic:

brick layer  
 cabinet maker  
 carpenter  
 desktop publisher  
 architectural drafter  
 landscape architect  
 glassblower  
 sound technician  
 stone carver  
 tailor

## INVESTIGATIVE

### INVESTIGATIVE Realistic:

archeologist  
 veterinarian  
 electronics engineer  
 chiropractor  
 dentist  
 respiratory therapist  
 optometrist  
 chemical engineer  
 computer programmer  
 soil conservationist  
 geographer  
 medical lab technologist  
 agronomist (plant scientist)  
 astronomer  
 chemist

### INVESTIGATIVE Artistic:

political scientist  
 historian  
 psychologist  
 sociologist  
 psychiatrist

### INVESTIGATIVE Conventional:

archivist  
 statistician  
 database administrator  
 computer systems analyst  
 pharmacist  
 coroner  
 mathematician  
 forensic science technician

### INVESTIGATIVE Social:

anthropologist  
 physician's assistant  
 doctor

### INVESTIGATIVE Enterprising:

urban planner  
 surveyor  
 industrial psychologist

## ARTISTIC

### ARTISTIC Realistic:

floral designer  
 painter or illustrator  
 sculptor  
 set designer  
 architect  
 museum art restorer  
 dancer  
 industrial designer  
 photographer

### ARTISTIC Enterprising:

art director  
 stage, film, or TV director  
 interior designer  
 film editor  
 musician  
 cartoonist  
 graphic designer  
 actor/actress  
 advertising manager  
 copywriter  
 fashion designer

### ARTISTIC Conventional:

librarian  
 dietician  
 economist  
 financial analyst  
 market research analyst  
 management consultant

### ARTISTIC Investigative:

technical writer  
 journalist  
 museum curator  
 composer  
 medical illustrator  
 music arranger  
 animator

### ARTISTIC Social:

poet  
 writer  
 drama, art, or music teacher  
 interpreter/translator  
 English teacher  
 choreographer  
 editor  
 radio announcer

## match 'em up

Based on Holland's six categories, take a stab at the following activities. Fill the boxes with R, I, A, S, E, or C:

- 1. farming
- 2. using a chemistry set
- 3. designing clothes
- 4. attending a sports event
- 5. working on a political campaign
- 6. driving a snowplow
- 7. studying astronomy
- 8. working with the elderly
- 9. studying a foreign language
- 10. following a budget

Answers: 1.R; 2.I; 3.A; 4.S; 5.E; 6.R; 7.I; 8.S; 9.A; 10.C

# SOCIAL

## SOCIAL Realistic:

home health aide  
physical therapy assistant  
postal clerk  
practical nurse  
emergency medical technician  
occupational therapist  
athletic/fitness trainer  
physical therapist  
dental assistant  
hospital orderly

## SOCIAL Investigative:

anesthesiology assistant  
audiologist  
registered nurse  
speech pathologist  
counseling psychologist  
school teacher  
mental health counselor  
social worker  
public health educator

## SOCIAL Enterprising:

tour guide  
occupational safety specialist  
nanny  
school principal  
social services director  
financial planner  
personnel trainer  
security guard

## SOCIAL Conventional:

probation/parole office  
teacher's aid  
dental hygienist  
medical assistant  
occupational therapy aid

## SOCIAL Artistic:

recreational therapist  
kindergarten teacher  
special education teacher  
minister  
school counselor

## Learn more!

Visit the **Occupational Outlook Handbook** to learn about the jobs listed here. The handbook provides descriptions for hundreds of jobs, along with education requirements and job outlook data.

[www.bls.gov/ooh](http://www.bls.gov/ooh) &  
[www.onetonline.org/explore/interests/](http://www.onetonline.org/explore/interests/)

# ENTERPRISING

## ENTERPRISING Realistic:

chef  
product demonstrator  
professional athlete  
construction contractor  
court clerk  
floral designer  
cement mason  
aircraft cargo supervisor

## ENTERPRISING Social:

judge  
personnel recruiter  
retail salesperson  
bartender  
salesperson for  
manufacturing firm  
detective

## ENTERPRISING Conventional:

real estate appraiser  
dealer at a casino  
optician  
property manager  
sales manager  
buyer for a large store  
city manager  
hotel manager  
housekeeper  
insurance agent  
office manager  
paralegal  
stockbroker

## ENTERPRISING Investigative:

industrial engineer  
insurance adjuster  
auditor  
market research analyst  
urban planner  
lawyer  
forester

## ENTERPRISING Artistic:

cosmetologist  
hairstylist  
public relations representative  
craft artist  
fashion designer  
film editor  
recreation worker

# CONVENTIONAL

## CONVENTIONAL Realistic:

insurance appraiser  
library assistant  
mail carrier  
medical record technician  
pharmacy assistant  
building inspector  
cartographer  
air traffic controller

## CONVENTIONAL Investigative:

actuary  
carpenter  
bicycle repairer  
sawyer  
brickmason  
oil derrick operator  
insulation worker

## CONVENTIONAL Enterprising:

accountant  
administrative assistant  
bank teller  
cost estimator  
auditor  
insurance claims examiner  
legal secretary  
budget analyst  
cashier  
customs inspector  
tax consultant  
ticket agent

## CONVENTIONAL Artistic:

graphologist  
shoe and leather worker  
tile and marble setter  
advertising sales agent  
glass blower/molder/finisher  
program director  
proofreader

## CONVENTIONAL Social:

audio-visual specialist  
dental assistant  
bookkeeper  
catalog librarian  
file clerk  
medical secretary  
radiologic technician