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

<table>
<thead>
<tr>
<th>R</th>
<th>I</th>
<th>A</th>
<th>S</th>
<th>E</th>
<th>C</th>
</tr>
</thead>
<tbody>
<tr>
<td>Realistic careers require mechanical ability and a desire to work with objects.</td>
<td>Investigative careers involve observing, analyzing, or solving problems.</td>
<td>Artistic careers require a desire for creative experiences.</td>
<td>Social careers involve supporting, informing, training, or enlightening others.</td>
<td>Enterprising careers involve influencing, persuading, or leading others.</td>
<td>Conventional careers entail working with information, numbers, or details.</td>
</tr>
</tbody>
</table>

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

### 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

### 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

### 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

### 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

### 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

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.
REALISTIC Investigative:
- air conditioning mechanic
- veterinarian
- 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

INVESTIGATIVE Investigative:
- archeologist
- veterinarian
- electronics engineer
- chiropractor
- dentist
- respiratory therapist
- optometrist
- chemical engineer

INVESTIGATIVE Enterprising:
- urban planner
- surveyor
- industrial psychologist

INVESTIGATIVE Artistic:
- political scientist
- historian
- psychologist
- sociologist
- psychiatrist

INVESTIGATIVE Social:
- anthropologist
- physician’s assistant
- doctor
- medical lab technologist
- agronomist (plant scientist)
- astronomer
- chemist

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

ARTISTIC Conventional:
- librarian
- dietician
- economist
- financial analyst
- market research analyst
- management consultant

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

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:
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 &
www.onetonline.org/explore/interests/