

Holland Code Inventory/ Identify your Interests Activity



A career is an enjoyable job that challenges you. To find careers that fit you, you need to know what you like to do, what you're good at and what you want to achieve. Once you know your interests, abilities and goals, you can match them with career possibilities.

Dr. John Holland created a system of placing people's interests into groups. He believed every person's interests fit into at least one group and most fit into two or three groups. Your personal combination of Holland groups is your Holland Code.

To begin discovering careers that match your interests, find your Holland Code by completing the Career Interest Checklist.

Holland Career Interest Checklist

Check mark any of the activities that might be enjoyable or interesting to you. In general, marking more activities provides more useful results.

<ul style="list-style-type: none"> 1. <input type="checkbox"/> Filing letters and reports 2. <input type="checkbox"/> Talking to people at a party 3. <input type="checkbox"/> Going to concerts or listening to music 4. <input type="checkbox"/> Wildlife biology 5. <input type="checkbox"/> Creating a project for a science fair 6. <input type="checkbox"/> Studying people in other lands 	<ul style="list-style-type: none"> 1. <input type="checkbox"/> Word processing 2. <input type="checkbox"/> Talking to salespeople 3. <input type="checkbox"/> Acting in or helping to put on a play 4. <input type="checkbox"/> Working with animals 5. <input type="checkbox"/> Advanced math 6. <input type="checkbox"/> Helping the elderly
<ul style="list-style-type: none"> 1. <input type="checkbox"/> Keeping detailed records 2. <input type="checkbox"/> Working on a sales campaign 3. <input type="checkbox"/> Designing clothes 4. <input type="checkbox"/> Decorating rooms 5. <input type="checkbox"/> Doing puzzles or playing word games 6. <input type="checkbox"/> Going to church 	<ul style="list-style-type: none"> 1. <input type="checkbox"/> Using a cash register 2. <input type="checkbox"/> Talking to groups of people 3. <input type="checkbox"/> Drawing or painting 4. <input type="checkbox"/> Fixing cars 5. <input type="checkbox"/> Astronomy 6. <input type="checkbox"/> Belonging to a club
<ul style="list-style-type: none"> 1. <input type="checkbox"/> Working with a budget and preparing financial reports 2. <input type="checkbox"/> Selling insurance 3. <input type="checkbox"/> Playing music 4. <input type="checkbox"/> Putting together model kits or craft projects 5. <input type="checkbox"/> Working in a lab 6. <input type="checkbox"/> Helping people solve personal problems 	<ul style="list-style-type: none"> 1. <input type="checkbox"/> Typing reports or entering data 2. <input type="checkbox"/> Leading group activities 3. <input type="checkbox"/> Reading art and music magazines 4. <input type="checkbox"/> Carpentry and other building projects 5. <input type="checkbox"/> Using a chemistry set 6. <input type="checkbox"/> Making new friends
<ul style="list-style-type: none"> 1. <input type="checkbox"/> Working nine to five 2. <input type="checkbox"/> Being elected class president 3. <input type="checkbox"/> Learning foreign languages 4. <input type="checkbox"/> Cooking 5. <input type="checkbox"/> Physics 6. <input type="checkbox"/> Attending sporting events 	<ul style="list-style-type: none"> 1. <input type="checkbox"/> Using office equipment 2. <input type="checkbox"/> Buying clothes for a store 3. <input type="checkbox"/> Writing stories or poetry 4. <input type="checkbox"/> Fixing electrical appliances or repairing household items 5. <input type="checkbox"/> Flying airplanes or learning about aircraft 6. <input type="checkbox"/> Teaching children

Understanding your Holland Code

Now it's time to assess your Holland Code Inventory.

Count all the number 1's you've checked; put that total on the line in the circle marked "1s = C". Repeat this for numbers 2 through 6. Notice, each number corresponds with a letter. Write the letters of your three highest numbers in the space below.

1's = C	2's = E	3's = A	4's = R	5's = I	6's = S
_____	_____	_____	_____	_____	_____

Write the letters that represent your three highest numbers from above. THIS IS YOUR HOLLAND CODE.

What Does Your Holland Code Mean?

Match the letters in your Holland Code to the first letters in the Holland groups listed below. For example, SAR matches the Social, Artistic and Realistic groups. Now, go further down and use your code to find careers that match your interests.

Holland Code Groups

CONVENTIONAL people like to work with data, have clerical or numerical ability and attend to detail. They usually enjoy following other people's instructions.

INVESTIGATIVE people like to observe, investigate, learn, analyze, evaluate or solve problems.

ARTISTIC people have artistic, innovative or intuitive abilities. They usually like to work in an unstructured situation, using their imagination or creativity.

SOCIAL people like to work with people. They like to inform, enlighten, help, train, develop or cure people. They may also be skilled with using language and words.

ENTERPRISING 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.

REALISTIC people have athletic or mechanical ability. They prefer to work with objects, machines, tools, plants or animals. They usually like to work outdoors.

Using your Holland Code, you can explore a variety of work options. Look at the following page for careers that fall under the Holland Code letters from your assessment. Circle careers that interest you, and write down any career ideas you have that are not listed.

<p style="text-align: center;">CONVENTIONAL</p> <ul style="list-style-type: none"> ◦ Accountant/ Auditor ◦ Bank Teller ◦ Bookkeeper ◦ Broadcast Tech. ◦ Computer Operator ◦ Court Reporter ◦ Credit/ Loan Clerk ◦ Dispatcher ◦ Electronics Assembler ◦ Expeditor/ Production Controller ◦ General Office Clerk ◦ Legal Assistant ◦ Library Assistant ◦ Medical Record Tech. ◦ Payroll Clerk ◦ Postal Clerk ◦ Proofreader ◦ Receptionist ◦ Secretary ◦ Tax Preparer ◦ Transcriptionist ◦ Underwriter ◦ Webmaster 	<p style="text-align: center;">ARTISTIC</p> <ul style="list-style-type: none"> ◦ Actor ◦ Advertising Agent ◦ Architect ◦ Archivist and Curator ◦ Artist ◦ Choreographer ◦ Commercial Artist ◦ Composer ◦ Director ◦ Fashion Designer ◦ Graphic Artist ◦ Industrial Designer ◦ Interior Designer ◦ Landscape Architect ◦ Musician ◦ Merchandise Displayer ◦ Photographer
<p style="text-align: center;">INVESTIGATIVE</p> <ul style="list-style-type: none"> ◦ Actuary ◦ Agricultural Scientist ◦ Anthropologist ◦ Biological Scientist ◦ Chemist ◦ Chiropractor ◦ Computer Programmer ◦ Dentist ◦ Drafter ◦ Economist ◦ Engineer ◦ Geologist ◦ Hazardous Materials Technician ◦ Market Research Analyst ◦ Meteorologist ◦ Nurse Practitioner ◦ Optometrist ◦ Pharmacist ◦ Physician ◦ Psychologist ◦ Speech Pathologist ◦ Statistician ◦ Surgical Technician 	<p style="text-align: center;">SOCIAL</p> <ul style="list-style-type: none"> ◦ Air Traffic Controller ◦ Athletic Trainer ◦ Clergy ◦ Cosmetologist ◦ Counselor ◦ Dental Hygienist ◦ Dietician ◦ Elementary/ Middle/ High School Teacher ◦ Health Administrator ◦ Historian ◦ Home Health Aide ◦ Law Enforcement Officer ◦ Librarian ◦ Loan Officer ◦ Mail Carrier ◦ Medical Assistant ◦ Nurse ◦ Personnel Manager ◦ Physical Therapist ◦ Podiatrist ◦ Radio/ TV Broadcaster ◦ Radiologic Technician ◦ Recreation Guide

<ul style="list-style-type: none"> ◦ Systems Analyst ◦ Veterinarian 	<ul style="list-style-type: none"> ◦ Respiratory Therapist ◦ Social Worker
ENTERPRISING	REALISTIC
<ul style="list-style-type: none"> ◦ Auto Salesperson ◦ Brokerage Clerk ◦ Business Executive/ Manager ◦ Chef/ Dinner Cook ◦ Compliance Officer ◦ Customer Service Rep. ◦ Database Administrator ◦ Detective/ Investigator ◦ Emergency Medical. Tech. ◦ Financial Manager ◦ Flight Attendant ◦ Funeral Director ◦ Hotel/ Motel Manager ◦ Insurance Agent ◦ Interpreter/ Translator ◦ Lawyer ◦ Legislator ◦ Marketing/ Public Relations Manager ◦ Occupational Therapist ◦ Park Ranger ◦ Real Estate Agent ◦ Reporter ◦ Restaurant Manager ◦ Security Guard ◦ Travel Agent ◦ Urban Planner ◦ Writer or Editor 	<ul style="list-style-type: none"> ◦ Aircraft Mechanic ◦ Appraiser ◦ Auto Mechanic ◦ Bricklayer ◦ Building Maintenance ◦ Carpenter ◦ Computer Repairer ◦ Construction Manager/ Laborer ◦ Dental Lab Technician ◦ Electrician ◦ Engineering Tech. ◦ Farmer or Rancher ◦ Firefighter ◦ Fish/ Game Warden ◦ Floral Designer ◦ Groundskeeper ◦ Heating/ Cooling Mechanic. ◦ Jeweler ◦ Machinist ◦ Mechanical Engineer ◦ Office Machine Repairer ◦ Optician ◦ Pilot/ Flight Engineer ◦ Plumber/ Pipefitter ◦ Robotics Technician ◦ Sound Engineer ◦ Truck Driver ◦ Welder ◦ Zookeeper

Again, it is very important that you understand this is just one way to get you thinking more about what jobs are available.

It's important not to focus matching yourself to a specific job. It's necessary to first understand that there are many diverse job opportunities out there if you just take the time to research. You need to take time and assess yourself to understand what you're good at and what your interests are, etc. Again, don't focus on what the job is. Focus on what interests you about a certain job. For example, you may think that being a Nurses Aid would be great. However, the thought of hospitals and changing bed pans does not appeal to you. Maybe that attracts you to the job is the fact that you enjoy helping people and working with them to recovery.

If that's true, there are other jobs that may fulfill that interest for you. It's important to understand that you may not have get your ideal job at first but you must remember you need to get "A" job in order to get to "The" job. This helps you acquire more experience for your resume.