

Holland Code Assessment

Step 1: For each theme, check those items that describe you.

REALISTIC					R Total = 8
Are You:		Can You:		Like To:	
<input checked="" type="checkbox"/>	Practical	<input type="checkbox"/>	Fix electrical things	<input type="checkbox"/>	Tinker with mechanics
<input checked="" type="checkbox"/>	Athletic	<input type="checkbox"/>	Solve mechanical problems	<input type="checkbox"/>	Work outdoors
<input checked="" type="checkbox"/>	Straight forward	<input type="checkbox"/>	Pitch a tent	<input checked="" type="checkbox"/>	Be physically active
<input type="checkbox"/>	Mechanically inclined	<input checked="" type="checkbox"/>	Play a sport	<input checked="" type="checkbox"/>	Use your hands
<input checked="" type="checkbox"/>	A nature lover	<input type="checkbox"/>	Read a blueprint	<input type="checkbox"/>	Build things
<input checked="" type="checkbox"/>	Good with tools and machinery	<input type="checkbox"/>	Work on cars	<input type="checkbox"/>	

INVESTIGATIVE					I Total = 9
Are You:		Can You:		Like To:	
<input type="checkbox"/>	Inquisitive	<input checked="" type="checkbox"/>	Think abstractly	<input checked="" type="checkbox"/>	Explore ideas
<input type="checkbox"/>	Analytical	<input type="checkbox"/>	Solve math problems	<input checked="" type="checkbox"/>	Use computers
<input checked="" type="checkbox"/>	Scientific	<input checked="" type="checkbox"/>	Understand physical theories	<input checked="" type="checkbox"/>	Work independently
<input checked="" type="checkbox"/>	Observant	<input type="checkbox"/>	Do complex calculations	<input type="checkbox"/>	Perform lab experiments
<input checked="" type="checkbox"/>	Precise	<input type="checkbox"/>	Use a microscope	<input type="checkbox"/>	Read scientific or technical magazines
<input type="checkbox"/>	Good with tools and machinery	<input type="checkbox"/>	Work on cars	<input type="checkbox"/>	
<input type="checkbox"/>		<input checked="" type="checkbox"/>	Analyze data	<input type="checkbox"/>	

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ARTISTIC			A Total = 12	
Are You:		Can You:		Like To:
<input checked="" type="checkbox"/>	Creative	<input checked="" type="checkbox"/>	Sketch, draw, paint	<input checked="" type="checkbox"/> Attend concerts, theaters, art exhibits
<input type="checkbox"/>	Intuitive	<input checked="" type="checkbox"/>	Play a musical instrument	<input checked="" type="checkbox"/> Read fiction, plays, poetry
<input checked="" type="checkbox"/>	Imaginative	<input checked="" type="checkbox"/>	Write stories, poetry, music, sing, act, dance	<input checked="" type="checkbox"/> Work on crafts
<input checked="" type="checkbox"/>	Innovative	<input checked="" type="checkbox"/>	Design fashions or interiors	<input type="checkbox"/> Take photographs
<input checked="" type="checkbox"/>	An individualist	<input type="checkbox"/>		<input checked="" type="checkbox"/> Express yourself creatively

SOCIAL			S Total = 15	
Are You:		Can You:		Like To:
<input checked="" type="checkbox"/>	Friendly	<input checked="" type="checkbox"/>	Teach/train others	<input checked="" type="checkbox"/> Work in groups
<input checked="" type="checkbox"/>	Helpful	<input type="checkbox"/>	Express yourself clearly	<input checked="" type="checkbox"/> Help people with problems
<input checked="" type="checkbox"/>	Idealistic	<input checked="" type="checkbox"/>	Lead a group discussion	<input checked="" type="checkbox"/> Participate in meetings
<input type="checkbox"/>	Insightful	<input checked="" type="checkbox"/>	Mediate disputes	<input checked="" type="checkbox"/> Do volunteer service
<input checked="" type="checkbox"/>	Outgoing	<input checked="" type="checkbox"/>	Plan and supervise an activity	<input type="checkbox"/> Work with young people
<input checked="" type="checkbox"/>	Understanding	<input checked="" type="checkbox"/>	Cooperate well with others	<input checked="" type="checkbox"/> Play team sports

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ENTERPRISING				E Total = 13	
Are You:		Can You:		Like To:	
<input checked="" type="checkbox"/>	Self-confident	<input checked="" type="checkbox"/>	Initiate projects	<input checked="" type="checkbox"/>	Make decisions affecting others
<input type="checkbox"/>	Assertive	<input checked="" type="checkbox"/>	Convince people to do things your way	<input checked="" type="checkbox"/>	Be elected to office
<input type="checkbox"/>	Sociable	<input checked="" type="checkbox"/>	Sell things or promote ideas	<input checked="" type="checkbox"/>	Win a leadership or sales award
<input checked="" type="checkbox"/>	Persuasive	<input type="checkbox"/>	Give talks or speeches	<input type="checkbox"/>	Start your own political campaign
<input checked="" type="checkbox"/>	Enthusiastic	<input checked="" type="checkbox"/>	Organize activities and events	<input checked="" type="checkbox"/>	Meet important people
<input checked="" type="checkbox"/>	Energetic	<input checked="" type="checkbox"/>	Lead a group	<input type="checkbox"/>	

CONVENTIONAL				C Total = 10	
Are You:		Can You:		Like To:	
<input checked="" type="checkbox"/>	Well groomed	<input checked="" type="checkbox"/>	Work well within a system	<input checked="" type="checkbox"/>	Follow clearly defined procedures
<input checked="" type="checkbox"/>	Accurate	<input type="checkbox"/>	Do a lot of paper work in a short time	<input checked="" type="checkbox"/>	Use data processing equipment
<input type="checkbox"/>	Numerically inclined	<input checked="" type="checkbox"/>	Keep accurate records	<input type="checkbox"/>	Work with numbers
<input type="checkbox"/>	Methodical	<input type="checkbox"/>	Use a computer terminal	<input checked="" type="checkbox"/>	Type or take shorthand
<input type="checkbox"/>	Conscientious	<input checked="" type="checkbox"/>	Write effective business letters	<input checked="" type="checkbox"/>	Be responsible for details
<input checked="" type="checkbox"/>	Efficient	<input type="checkbox"/>		<input type="checkbox"/>	

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Step 2: Total the items checked for each theme/category. Identify the top 3 categories/themes that create the most accurate picture of you.

My top 3 categories/themes are: S, E, A.

Step 3: How accurately do you believe your (3) top themes describe your personality and interests?

Very Accurately

REALISTIC people are characterized by competitive/assertive behavior and by interest in activities that require motor coordination, skill, and physical strength. People oriented toward this role prefer situations involving "action solutions" rather than tasks involving verbal or interpersonal skills. They like to take a concrete approach to problem-solving rather than relying on abstract theory. They tend to be interested in scientific or mechanical rather than cultural and aesthetic areas.

INVESTIGATIVE people prefer to think rather than to act, to organize and understand rather than to persuade. They are not apt to be very "people oriented."

ARTISTIC people value self-expression and relationships with others through artistic expression. They dislike structure, prefer tasks involving personal or physical skills, and are more prone to expression of emotion than others. They are similar to investigative people, but are more interested in the cultural-aesthetic than the scientific. **SOCIAL** people seem to satisfy their needs in teaching or helping situations. In contrast to investigative and realistic people, social types are drawn more to seek close interpersonal relationships and are less apt to engage in intellectual or extensive physical activity.

SOCIAL people have high interest in other people and are sensitive to the needs of others. They perceive themselves as liking to help others, understanding others, and having teaching abilities. Social people value social activities, social problems, and interpersonal relationships. They use their verbal and social skills to change other people's behavior. They are generally cheerful, scholarly, and verbally oriented.

ENTERPRISING people are verbally skilled and use this skill in persuasion rather than support of others. They also value prestige and status and are more apt to pursue it than conventional people.

CONVENTIONAL people don't mind rules and regulations and emphasize self-control. They prefer structure and order to ambiguity in work and interpersonal situations. They place value on prestige or status.