Holland Code
and Career Cluster Activities

The NHHEAF Network’s CENTER FOR COLLEGE PLANNING

The NHHEAF Network’s Center for College Planning
What’s Your Personality Type?

Knowing your personality type may give you clues about your interests, qualities, skills, and talents, and how they can be applied to certain careers or industries. Dr. John Holland, a psychologist at Johns Hopkins University, was fascinated by career choices and extensively researched the field of career development. His theory of career choice proposes that an individual can be categorized into one of the six groups listed below. You may find that there is a combination of types that suit you. Circle the words below that best describe you. Add the total circled in each column. The top three areas will form your Holland Code. For your top three columns, use the first letter of the column header and place in the spaces below. Learn more about your personality and links to possible careers.

<table>
<thead>
<tr>
<th>SOCIAL “HELPERS”</th>
<th>ENTERPRISING “PERSUADERS”</th>
<th>CONVENTIONAL “ORGANIZERS”</th>
</tr>
</thead>
<tbody>
<tr>
<td>Are you:</td>
<td>Are you:</td>
<td>Are you:</td>
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<tr>
<td>Friendly</td>
<td>Self-confident</td>
<td>Well-organized</td>
</tr>
<tr>
<td>Idealistic</td>
<td>Sociable</td>
<td>Numerically-inclined</td>
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<tr>
<td>Outgoing</td>
<td>Enthusiastic</td>
<td>Methodical</td>
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<tr>
<td>Cooperative</td>
<td>Adventurous</td>
<td>Efficient</td>
</tr>
<tr>
<td>Responsible</td>
<td>Impulsive</td>
<td>Orderly</td>
</tr>
<tr>
<td>Kind or Helpful</td>
<td>Inquisitive</td>
<td>Structured</td>
</tr>
<tr>
<td>Persuasive</td>
<td>Talkative</td>
<td>Ambitious</td>
</tr>
<tr>
<td>Patient</td>
<td>Spontaneous</td>
<td>Persistent</td>
</tr>
<tr>
<td>Insightful</td>
<td>Assertive</td>
<td>Accurate</td>
</tr>
<tr>
<td>Understanding</td>
<td>Persuasive</td>
<td>Conscientious</td>
</tr>
<tr>
<td>Generous</td>
<td>Energetic</td>
<td>Practical/Thrifty</td>
</tr>
<tr>
<td>Forgiving</td>
<td>Popular</td>
<td>Polite/obedient</td>
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<tr>
<td>Can you:</td>
<td>Can you:</td>
<td>Can you:</td>
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<tr>
<td>Teach or train others</td>
<td>Initiate projects</td>
<td>Work well in a system</td>
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<tr>
<td>Express yourself clearly</td>
<td>Sell things or promote ideas</td>
<td>Do paperwork quickly</td>
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<tr>
<td>Lead a group discussion</td>
<td>Give speeches or lead a group</td>
<td>Keep accurate records</td>
</tr>
<tr>
<td>Mediate disputes</td>
<td>Persuade others</td>
<td>Use a computer</td>
</tr>
<tr>
<td>Cooperate with others</td>
<td>Make decisions affecting others</td>
<td>Write effective letters</td>
</tr>
<tr>
<td>Plan an activity</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Do you like to:</td>
<td>Do you like to:</td>
<td>Do you like to:</td>
</tr>
<tr>
<td>Work in groups</td>
<td>Make decisions affecting others</td>
<td>Work with numbers</td>
</tr>
<tr>
<td>Help people with problems</td>
<td>Be the best</td>
<td>Use a computer/keyboard</td>
</tr>
<tr>
<td>Participate in meetings</td>
<td>Start your own business</td>
<td>Be responsible for details</td>
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<tr>
<td>Do volunteer work</td>
<td>Campaign for office</td>
<td>Collect/organize items</td>
</tr>
<tr>
<td>Play team sports</td>
<td>Meet important people</td>
<td>Follow clearly defined procedures</td>
</tr>
<tr>
<td>Work with younger people</td>
<td>Have power or status</td>
<td></td>
</tr>
</tbody>
</table>
### REALISTIC “DOERS”

**Are you:**  
- Practical/thrifty  
- Frank  
- A nature lover  
- Curious  
- Concrete  
- Self-controlled  
- Ambitious  
- Persistent  
- Athletic  
- Mechanical  
- Stable  
- Independent

**Can you:**  
- Fix & solve electrical items  
- Pitch a tent  
- Play a sport  
- Read a blueprint  
- Plant a garden  
- Operate tools

**Do you like to:**  
- Tinker with machines and cars  
- Work outdoors  
- Be physically active  
- Use your hands  
- Build things  
- Care for animals  
- Work on electronics

### INVESTIGATIVE “THINKERS”

**Are you:**  
- Inquisitive  
- Scientific  
- Precise  
- Cautious  
- Self-confident  
- Reserved  
- Independent  
- Analytical  
- Observant  
- Scholarly  
- Curious  
- Logical

**Can you:**  
- Think abstractly  
- Solve math problems  
- Do complex calculations  
- Use a microscope  
- Program computers

**Do you like to:**  
- Explore ideas  
- Use computers  
- Do lab experiments  
- Read technical journals  
- Analyze data  
- Be challenged

### ARTISTIC “CREATORS”

**Are you:**  
- Creative  
- Imaginative  
- Unconventional  
- Independent  
- Original  
- Impulsive  
- Courageous  
- Complicated  
- Innovative  
- Expressive  
- Sensitive  
- Idealistic

**Can you:**  
- Sketch, draw, paint  
- Play a musical instrument  
- Write stories or poems  
- Sing, act, or dance  
- Design fashions or interiors

**Do you like to:**  
- Go to concerts or theaters  
- Go to art exhibits  
- Read fiction, plays, or poetry  
- Work on crafts  
- Take photographs  
- Be creative

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Once you have determined your top three personality traits, write the three corresponding letters in the space below:

**My Holland Code:**   _____   _____   _____
Holland’s Personality Types

While no single word can be used to describe us, the following six personality types are helpful when we try to categorize our vocational interests, personalities, and abilities. Each type characterizes a pattern of traits that we tend to exhibit most.

Athletic Trainer
Counselor
Cosmetologist
Teacher/all levels
Clergy
Nurse
Police/Detectives
Hairstylist
Tour Guide
Real Estate Appraiser
Social Worker
Human Services Assistant
Education Administrator

Human Resources
Medical Assistant
Recruiter
Dispatcher
Paramedic
Physical Therapist
Social Service Manager
Dietitian
Paralegal
Dental Hygienist
Librarian
Respiratory Therapist
Recreation Worker

SOCIAL TYPES

Persons who like to work cooperatively with other people, have strong concerns for the welfare of others, like to train or inform them and want to help others solve their personal problems best illustrate the Social type. They like situations which involve establishing relationships with other persons, being in groups of people, getting along well with others, and resolving problems and by talking things out. Social people describe themselves as cooperative, friendly, humanistic, sociable, tactful, and understanding of others. They prefer occupations in areas such as teaching, social work, counseling, and recreation.

Advertising
Sales Agent
Marketing Manager
Barber/Hairdresser
Dental Assistant
Lodging Manager
Industrial Engineer
Interpreter
Lawyer
Lobbyist
Buyer
Financial Manager Administrator
Stockbroker

Travel Agent
Specialist
Public Relations
Real Estate Agent
Funeral Director
Chief Executive
Legislator
Sales Worker
Marketing Manager
Restaurant Manager
Realtor
Television Producer
Talent/Athlete
Marketing Agent

ENTERPRISING TYPES

People who score high on the Enterprising scale like activities where they can lead, control, or persuade other people in order to attain a personal or organizational goal. They often seek a higher-than-average income, enjoy the use of power, are concerned about status, and want to accomplish things. Enterprising people seem to gravitate towards business and politics. They see themselves as energetic, ambitious, enthusiastic, adventurous, in control of situations, skilled in leadership and speaking, and oriented toward political and economic achievement. Representative occupations for the Enterprising type include small business owner, lawyer, political campaigner, salesperson, marketing or sales manager, sports promoter, restaurant manager, Realtor, and television producer.

Advertising
Sales Agent
Marketing Manager
Barber/Hairdresser
Dental Assistant
Lodging Manager
Industrial Engineer
Interpreter
Lawyer
Lobbyist
Buyer
Financial Manager Administrator
Stockbroker

Travel Agent
Specialist
Public Relations
Real Estate Agent
Funeral Director
Chief Executive
Legislator
Sales Worker
Marketing Manager
Restaurant Manager
Realtor
Television Producer
Talent/Athlete
Marketing Agent

CONVENTIONAL TYPES

Individuals who score high on the Conventional scale prefer structured jobs and activities. In other words, they want to know precisely what is expected of them and exactly what they are supposed to do. They like everything neatly in its place. Conventional people describe themselves as self-controlled, stable, dependable, orderly, systematic, persistent, oriented toward accomplishment, and skilled in clerical and numerical tasks. Typical occupations for the Conventional type include accountant, bank teller, customs inspector, statistician,
Holland’s Personality Types

REALISTIC TYPES
People who score high on the realistic scale show a preference for working with their hands and using tools to build and repair things. They like to work with material things rather than with ideas or people. Realistic people often prefer to work outside or with a machine rather than sit at a desk in an office. They see themselves as practical, physically strong, rugged, stable, and mechanically and physically skilled. They are likely to seek such occupations or fields as building contractor, fish and wildlife management, skilled trade worker, mechanic, forestry, and certain engineering specialties and military jobs. Sometimes, Realistic types have difficulty expressing themselves in words or telling other people about their feelings.

INVESTIGATIVE TYPES
This type of individual likes research activities that involve ideas in mathematics and the physical, biological, and social sciences. Such people enjoy working on abstract problems that require analytical thinking. Investigative people often perceive themselves as intellectual, creative, scholarly, original, critical, and talented in mathematics and science. They like working independently, although they are frequently found as part of a research team. Such occupations as research laboratory worker, biologist, chemist, social scientist, design engineer, physicist, and computer programmer are great for Investigative types.

ARTISTIC TYPES
People who have high scores on the Artistic scale like opportunities for self-expression and artistic creation in writing, music, art, and theater. Artistic people often try to avoid highly structured environments and situations. They like to involve themselves totally in projects of their own making. They look upon themselves as expressive, intuitive, imaginative, creative, artistically talented (acting, writing, composing, speaking), and aesthetically oriented. Occupational choices for Artistic types include author, artist, musician, choreographer, poet, cartoonist, actor, drama coach, composer, orchestra conductor, and interior designer.
Essay Questions

What 3 categories make up your Holland code?

Do you think your Holland code accurately represents your personality? Why?

Do you think your Holland code may change over time?

Did any part of your Holland Code surprise you?

Is the career you picked something that you were interested in before today?

Did that career fall under your dominant personality trait?

Is there a career you are interested in that wasn’t listed? What skills and traits would be helpful in that career field?

Free Online College Planning Tools

bigfuture.collegeboard.org
Helps you find colleges, explore careers, and learn about paying for college.

nces.ed.gov/collegenavigator/
Helps find, organize, and keep track of the schools best suited for you.

roadtripnation.com/explore
Ever wonder what to do with your life? Explore interviews that answer life questions from people like John Legend, Michelle Obama, and Craig Robinson. Also create your own roadtrip and see what direction your interests can take you with!
The NHHEAF Network’s Center for College Planning is Proud to Bring New Hampshire Free College Planning Programming and Events

- Workshops and College Planning Presentations
- Special Events Including Destination College℠ & Discover U
- College Planning Lending Library
- Assistance with FAFSA Filing
- Monthly College Planning e-Newsletters
- Toll-Free College Planning Hotline
- Early College Awareness Programs Featuring our College Planning Bear Mascot

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