

Discover your
Career Personality Type



Discover your **Holland Code**

John Holland, a former professor at Johns Hopkins University, discovered in his research that most people fall into 6 ideal vocational personality types. This quiz is not designed to take the place of a full Holland's assessment, but may give you some direction on occupations that might fit you.

Step 1. If you agree with the statement, put a check mark in the open space.

...put things together or assemble models						
...take photographs						
...pay attention to details, especially numbers						
...do filing or typing						
...help people get healthy						
...analyze things like problems, situations, or trends						
...play an instrument, sing, or act						
...dream about starting my own business						
...cook						
...attend concerts, plays, art exhibits						
...be physically active						
...do research						
...have discussions about politics or current events						
...use a planner to organize my day						
...be a leader						
...work outdoors						
...play computer or card games						
...work on math problems						
...do craft projects						
...give speeches						
...study people in other countries						
	R	I	A	S	E	C
Add up the number of checks in each column and record the totals under each letter.						

My highest score: _____ My second highest: _____ My third highest: _____

This is your Holland Code! _____



For most people, two or three groups are closer together than others. If there is a large gap in number between your second and third highest, just record the first two letters.

Holland's Personality Types

Step 2. Read through the following statements. Highlight descriptions that describe you.



The individuals in this group work especially with their hands - operating, building, or repairing mechanical or electrical machinery or equipment. Their work might also include transporting, driving, flying, woodworking, crafts, baking, coking, or working with computers such as programming or desktop publishing. In general, the people in this group prefer to deal physically with the environment by working with objects, machines, tools, or even plants or animals (raising them); by cooking and baking food products; or by performing tasks such as producing, transporting, servicing, or repairing.

Realistic (Doer)

Good careers/college majors for Realistic people are...

- Agriculture
- Security Management
- Geodetic Surveyor
- Health Assistant
- Food and Hospitality
- Dental Technician
- Wind/Solar Engineer
- Airline Pilot
- Commercial Drafter
- Construction
- Forester
- Ultrasound Technician
- Mechanic
- Air Traffic Controller
- Floral Designer



The individuals in this group work especially with the mind - observing, learning, diagnosing, evaluating, analyzing, investigating, or solving problems. They might deal with a variety of areas including biology, chemistry, science, medical specialties and technologies, engineering, and architecture. Their work might involve social-science related areas such as psychology, sociology, history, economics, or urban planning. In general, the people in this group prefer to deal mentally with the environment by using problem-solving and internal processes dealing with theories, knowledge, or concepts.

Investigative (Thinker)

Good careers/college majors for Investigative people are...

- Agronomist
- Dentist
- Meteorologist
- Anesthesiologist
- Economist
- Nurse Practitioner
- Anthropologist
- Electrical Engineer
- Pharmacist
- Marine Biologist
- Geologist
- Sports Medicine
- Chemical Engineer
- Dermatologist
- Veterinarian

Holland's Personality Types



Artistic (Creators)

The individuals in this group work primarily with the mind - creating, imagining, or expressing - using visual, written, or verbal approaches, sometimes in innovative, unstructured situations. These people might sketch, draw, or paint. They might play music, entertain others, read, or write poetry. They might create portraits and floral or fashion designs. They might combine written and spoken approaches in such areas as public relations, news reporting, advertising, or directing films. In general, the people in this group prefer to deal mentally with the environment by using imagination, creativity, and internal mental processes dealing with visual, written, or spoken elements, or some combination of these, often in expressive or performance-related approaches.

Good careers/college majors for Artistic people are...

- Actor
- Advertising Manager
- Architect
- Artist/Art Teacher
- Dance Instructor
- Graphic Designer
- Entertainer/Performer
- Interior Designer
- Intelligence Specialist
- Journalist/Reporter
- Landscape Architect
- Museum Curator
- Photographer
- Writer
- News Broadcaster



Social (Helpers)

The individuals in this group work especially with people - helping others directly with personal problems or living situations, caring for others or by ministering, assisting, advising, teaching or coaching individually or in groups. Their work involves informing, counseling, training, or providing some legal, health, wellness, or cosmetic-related assistance. In general, the people in this group prefer to deal directly with others through caring and helpful interpersonal processes that provide service or assistance.

Good careers/college majors for Social people are...

- Coach
- Clinical Dietitian
- Counselor
- Historian
- Hospital Administrator
- Nursing Assistant
- Minister
- Paralegal
- Physical Therapist
- Police Officer
- Real Estate Appraiser
- Chiropractor
- Teacher
- Social Worker
- Speech Pathologist

Holland's Personality Types

Enterprising (Persuaders)

The individuals in this group work especially with people - leading and managing others, overseeing the operations of a project or company, or selling and persuading others to buy a product or take a course of action. Their work might involve law enforcement, education, sales, or management. In general, the people in this group prefer to deal with others through interpersonal processes, by taking charge and managing or directing them and/or projects, usually with verbal instructions, or influencing others to purchase a product or service.

Good careers/college majors for Enterprising people are...

- Advertising
- Banker
- Customer Service
- Training Manager
- Emergency Med Tech
- Chief Executive
- Insurance Manager
- Lawyer/Judge
- Lobbyist/Fundraising
- Office Manager
- Personnel Recruiter
- Real Estate Agent
- Retail Store Manager
- Meeting/Event Planner
- Fitness Coordinator

Conventional (Organizers)

The individual in this group work especially with data - numbers, facts, files, and records. Their work might include record keeping, accounting, or facilitating the consumption of goods and services. In general, the people in this group prefer to deal with details, numbers, records, or systematic, impersonal processes such as recording, verifying, transmitting, and organizing.

Good careers/college majors for Conventional people are...

- Accountant
- Admin Assistant
- Budget Analyst
- Business Teacher
- Claims Adjuster
- Computer Operator
- Court Reporter
- Customs Inspector
- Editorial Assistant
- Elementary Teacher
- Insurance
- Loan Officer
- Medical Records
- Statistician
- Social Service Assistant

Adapted from Creating Careers with Confidence, Edward Anthony Colozzi

For more careers, and to research code combinations, [click here.](#)

Next Steps

Step 3. Record your three highest scores below. In the box under each score, write the words that you identify with the most in each description. Then write down 3 career options in the blanks provided. For a more exhaustive career list, [click here](#) to access ONet's Interest Profiler. On that site, you can also combine your top codes to produce a career list that combines your personality types.

Highest Score: (RIASEC)

Three possible career options

- 01
- 02
- 03

Second Highest:

Three possible career options

- 01
- 02
- 03

Third Highest:

Three possible career options

- 01
- 02
- 03



Vicki is a Certified Professional Life and Career Coach, loving wife and crazy mom of one. Her mission is to equip and inspire high school and college students to dream big, discover how they were uniquely designed by God, and determine next steps in the direction of their dream career. As a former teacher and youth minister, she understands the stress students feel as they face the unknown with regards to college and career options, and she believes that they have God's calling in their hearts and minds - it just takes some intentional time to discover it.

Personality begins where comparison leaves off. Be unique. Be memorable. Be confident. Be proud.

- Shannon Alder



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