What Is My Holland Code?

Dr. John Holland reasoned that people work best in environments that match their preferences. He theorized that both people and occupations can be loosely classified into six different groups. Most people are some combination of two or three of these groups. If you choose an occupation that matches your Holland Code, you will be more likely to achieve job satisfaction and success.

ACTIVITY: Discover Your Holland Code

Step 1: To complete the Holland Code activity on this page, check each box that applies to you.

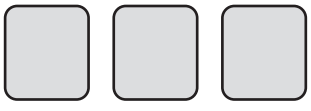
I am...					
☐ Practical	☐ Scientific	☐ Creative	☐ Friendly	☐ Self-confident	☐ Well organized
☐ Athletic	☐ Precise	☐ Imaginative	☐ Generous	☐ Persuasive	☐ Efficient
☐ Mechanically inclined	☐ Self-motivated	☐ Innovative	☐ Helpful	☐ Sociable	☐ Systematic
☐ A nature lover	☐ Analytical	☐ Sensitive or emotional	☐ Patient	☐ Ambitious	☐ Conscientious
☐ Shy or modest	☐ Observant	☐ Independent	☐ Cooperative	☐ Impulsive	☐ Accurate
☐ Persistent	☐ Curious	☐ Intuitive	☐ Idealistic	☐ Optimistic	☐ Polite

I can...					
☐ Fix electronic equipment	☐ Think abstractly	☐ Sketch, draw, paint	☐ Teach others	☐ Convince others to do things my way	☐ Work well within a system
☐ Play a sport	☐ Solve math problems	☐ Play a musical instrument	☐ Express myself clearly	☐ Sell things or promote ideas	☐ Keep accurate records
☐ Work on cars	☐ Analyze data	☐ Write stories or poems	☐ Lead a group discussion	☐ Give talks or speeches	☐ Use a computer
☐ Read a blueprint	☐ Use a microscope or computer	☐ Sing, act or dance	☐ Mediate disputes	☐ Lead a group	☐ Write effective business letters
☐ Operate tools and machinery	☐ Do complex calculations	☐ Design fashions or interiors	☐ Plan or supervise an activity	☐ Initiate projects	☐ Operate office machines
☐ Pitch a tent	☐ Conduct research	☐ Work independently	☐ Offer others guidance	☐ Manage people or products	☐ Create charts and graphs

I like to...					
☐ Work with my hands	☐ Use computers	☐ Attend concerts or plays	☐ Work and socialize with others	☐ Make decisions affecting others	☐ Work with numbers
☐ Be physically active	☐ Perform lab experiments	☐ Paint, sculpt or do ceramics	☐ Help people solve problems	☐ Run a political campaign	☐ Be responsible for details
☐ Tend to or train animals	☐ Solve math or science questions	☐ Read fiction and poetry	☐ Do volunteer work	☐ Start my own business	☐ Collect or organize things
☐ Work outdoors	☐ Analyze situations and find solutions	☐ Take photographs	☐ Work with children or the elderly	☐ Be with leaders	☐ Follow a budget
☐ Hunt or fish	☐ Do puzzles	☐ Decorate	☐ Play team sports	☐ Work on a sales campaign	☐ Keep things neat and organized
☐ Build or repair things	☐ Work independently	☐ Work on crafts	☐ Organize parties	☐ Win awards	☐ Play board games

	R		I		A		S		E		C

Step 2: Count the number of checks in each column above and write that total in the blank space at the bottom of each column. Fill in the gray boxes with the letters from the columns with the three largest totals, starting with the highest.

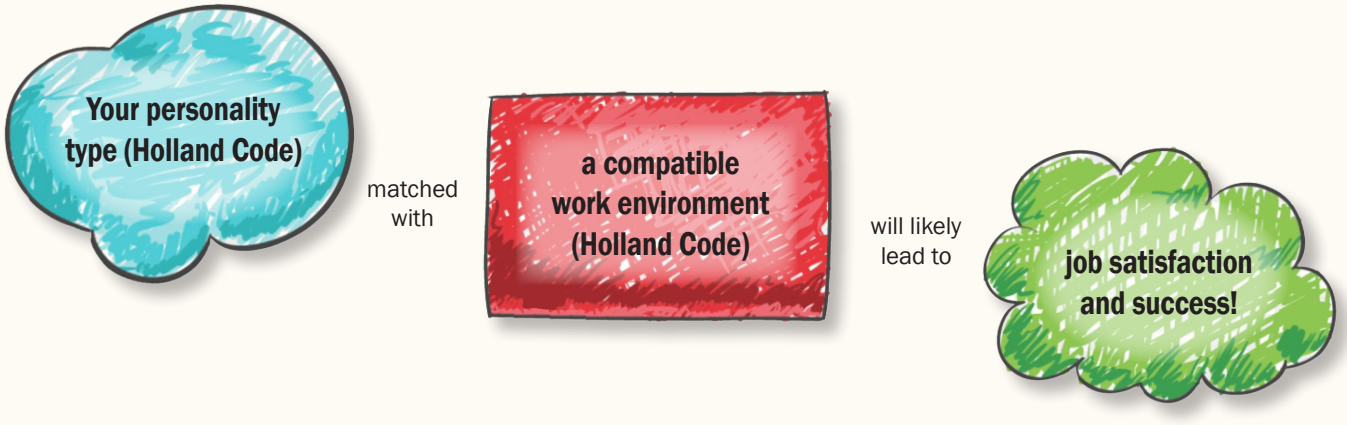


Column 1: R – Realistic
Column 2: I – Investigative
Column 3: A – Artistic
Column 4: S – Social
Column 5: E – Enterprising
Column 6: C – Conventional

Step 3: Visit O*Net Online (*https://www.onetonline.org/find/descriptor/browse/1.B.1*) for a description of your Holland Code interests. Click on one of the interest categories to enter your Holland Code. Browse the occupations listed and choose two that you would like to research.

Occupation 1 _____ **Occupation 2** _____

Match Your Interests to Career Clusters

Career clusters are groups of similar occupations and industries designed to help you better organize your career planning. Based on the letters of your Holland Code from page 10, review the chart below to find out which career clusters may be your best match. Keep in mind that your first letter usually carries the most weight. Find occupations within these Clusters at O*NET OnLine *https://www.onetonline.org/find/career*

Why is it important to match your Holland (interest) Code to the occupation's code?