

Holland Occupational Self-Assessment

•People with the same or similar interests are often found in the same work environments.

•To discover the work environments suited to your interests, abilities, and personality, please consider the following categories/themes.

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

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

INVESTIGATIVE		I Total =	
Are You:	Can You:	Like To:	
<input type="checkbox"/> Inquisitive	<input type="checkbox"/> Think abstractly	<input type="checkbox"/> Explore ideas	
<input type="checkbox"/> Analytical	<input type="checkbox"/> Solve math problems	<input type="checkbox"/> Use computers	
<input type="checkbox"/> Scientific	<input type="checkbox"/> Understand physical theories	<input type="checkbox"/> Work independently	
<input type="checkbox"/> Observant	<input type="checkbox"/> Do complex calculations	<input type="checkbox"/> Perform lab experiments	
<input 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"/> Analyze data		

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

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

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

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

- 1.
- 2.
- 3.

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

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 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.