

Guide to Holland Codes

WHAT'S INSIDE

What are your Career Interests?..... p. 2

Includes Holland Code.

The Six Holland Types.....p. 3

Includes Realistic, Investigative, Artistic, Social, Enterprising, and Conventional.

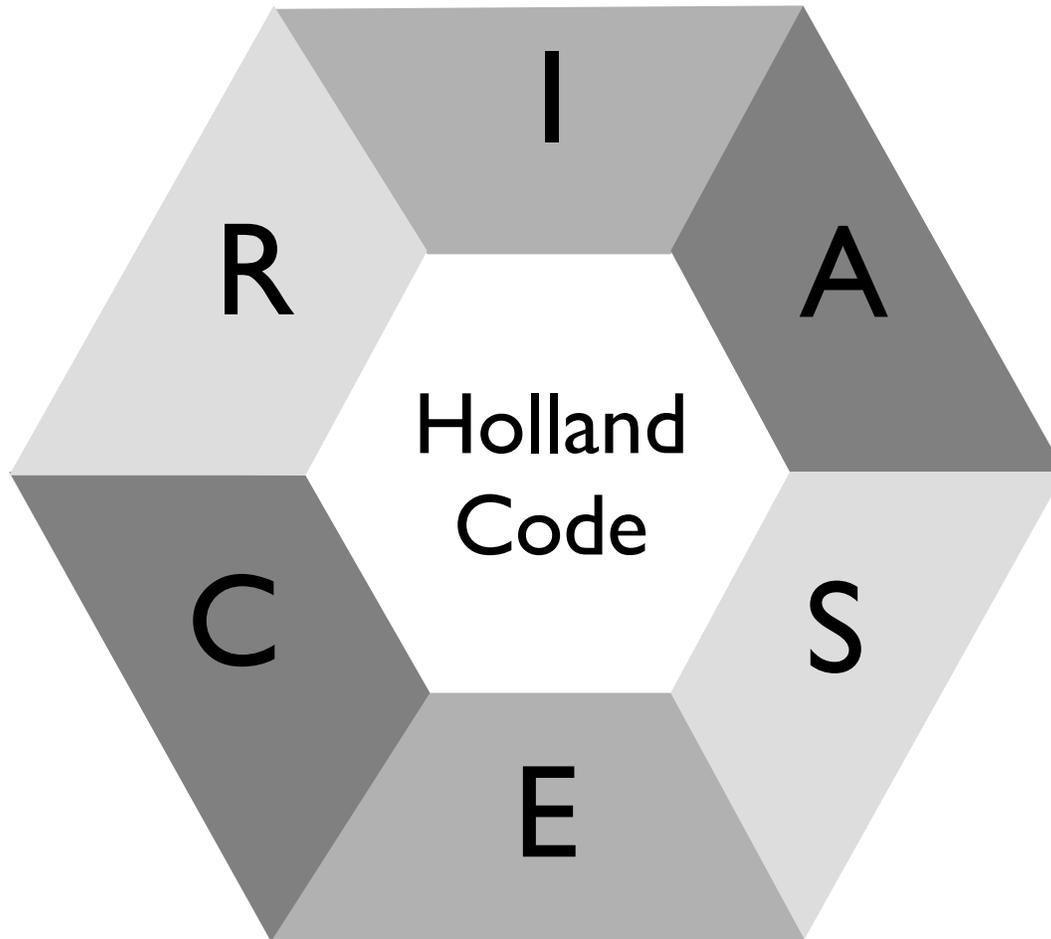
Holland Codes for College Majors..... p. 6

**Career and Major Exploration
Guide Series:**

- ⇒ Guide to Exploring Majors
and Careers
- ⇒ **Guide to Holland Code**

*Career and Major Exploration
Job Search Preparation After
College Planning Diversity*

What Are Your Career Interests?



This is based on Dr. John Holland's theory that people and work environments can be loosely classified into six different groups. Each of the letters above corresponds to one of the six groups described in the following pages.

Different people's personalities may find different environments more to their liking. While you may have some interests in and similarities to several of the six groups, you may be attracted primarily to two or three of the areas. These two or three letters are your "Holland Code." For example, with a code of "RES" you would most resemble the Realistic type, somewhat less resemble the Enterprising type, and resemble the Social type even less. The types that are not in your code are the types

you resemble least of all.

Most people, and most jobs, are best represented by some combination of two or three of the Holland interest areas. In addition, most people are most satisfied if there is some degree of fit between their personality and their work environment.

The rest of the pages in this booklet further explain each type and provide some examples of career possibilities, areas of study and co-curricular activities for each code. To take a more in-depth look at your Holland Code, take one of the self-assessments listed on this site or contact a Career Counselor at your school.

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Realistic (*Doers*)

People who have athletic ability, prefer to work with objects, machines, tools, plants or animals, or to be outdoors.

Are you?	independent	Can you?	Like to?
practical	ambitious	fix electrical things	tinker with machines/vehicles
straightforward/frank	systematic	solve electrical problems	work outdoors
mechanically inclined		pitch a tent	be physically active
stable		play a sport	use your hands
concrete		read a blueprint	build things
reserved		plant a garden	tend/train animals
self-controlled		operate tools and machine	work on electronic equipment

Career Possibilities (Holland Code):

Air Traffic Controller (SER)	Dental Technician (REI)	Laboratory Technician (RIE)	Property Manager (ESR)
Archaeologist (IRE)	Farm Manager (ESR)	Landscape Architect (AIR)	Recreation Manager (SER)
Athletic Trainer (SRE)	Fish and Game Warden (RES)	Mechanical Engineer (RIS)	Service Manager (ERS)
Cartographer (IRE)	Floral Designer (RAE)	Optician (REI)	Software Technician (RCI)
Commercial Airline Pilot (RIE)	Forester (RIS)	Petroleum Geologist (RIE)	Ultrasound Technologist (RSI)
Commercial Drafter (IRE)	Geodetic Surveyor (IRE)	Police Officer (SER)	Vocational Rehabilitation Consultant (ESR)
Corrections Officer (SER)	Industrial Arts Teacher (IER)	Practical Nurse (SER)	

Investigative (*Thinkers*)

People who like to observe, learn, investigate, analyze, evaluate, or solve problems.

Are you?	intellectually self-confident	Can you?	Like to?
inquisitive	Independent	think abstractly	explore a variety of ideas
analytical	logical	solve math problems	work independently
scientific	complex	understand scientific theories	perform lab experiments
observant/precise	Curious	do complex calculations	deal with abstractions
scholarly		use a microscope or computer	do research
cautious		interpret formulas	be challenged

Career Possibilities (Holland Code):

Actuary (ISE)	Chemical Engineer (IRE)	Geologist (IRE)	Physician, General Practice (ISE)
Agronomist (IRS)	Chemist (IRE)	Horticulturist (IRS)	Psychologist (IES)
Anesthesiologist (IRS)	Computer Systems Analyst (IER)	Mathematician (IER)	Research Analyst (IRC)
Anthropologist (IRE)	Dentist (ISR)	Medical Technologist (ISA)	Statistician (IRE)
Archaeologist (IRE)	Ecologist (IRE)	Meteorologist (IRS)	Surgeon (IRA)
Biochemist (IRS)	Economist (IAS)	Nurse Practitioner (ISA)	Technical Writer (IRS)
Biologist (ISR)	Electrical Engineer (IRE)	Pharmacist (IES)	Veterinarian (IRS)

Artistic (Creators)

People who have artistic, innovating, or intuitional abilities and like to work in unstructured situations using their imagination and creativity.

<u>Are you?</u>	original	<u>Can you?</u>	<u>Like to?</u>
creative	introspective	sketch, draw, paint	attend concerts, theatre, art exhibits
imaginative	impulsive	play a musical instrument	read fiction, plays, and poetry
innovative	sensitive	write stories, poetry, music	work on crafts
unconventional	courageous	sing, act, dance	take photography
emotional	complicated	design fashions or interiors	express yourself creatively
independent	idealistic		deal with ambiguous ideas
Expressive	nonconforming		

Career Possibilities (Holland Code):

Actor (AES)	Copy Writer (ASI)	Interior Designer (AES)	Medical Illustrator (AIE)
Advertising Art Director (AES)	Dance Instructor (AER)	Intelligence Research Specialist (AEI)	Museum Curator (AES)
Advertising Manager (ASE)	Drama Coach (ASE)	Journalist/Reporter (ASE)	Music Teacher (ASI)
Architect (AIR)	English Teacher (ASE)	Landscape Architect (AIR)	Photographer (AES)
Art Teacher (ASE)	Entertainer/Performer (AES)	Librarian (SAI)	Writer (ASI)
Artist (ASI)	Fashion Illustrator (ASR)		Graphic Designer (AES)

Social (Helpers)

People who like to work with people to enlighten, inform, help, train, or cure them, or are skilled with words.

<u>Are you?</u>	cooperative	<u>Can you?</u>	<u>Like to?</u>
friendly	generous	teach/train others	work in groups
helpful	responsible	express yourself clearly	help people with problems
idealistic	forgiving	lead a group discussion	do volunteer work
insightful	patient	mediate disputes	work with young people
outgoing	kind	plan and supervise an activity	serve others
understanding		cooperate well with others	

Career Possibilities (Holland Code):

City Manager (SEC)	Historian (SEI)	Park Naturalist (SEI)	Teacher (SAE)
Clinical Dietitian (SIE)	Hospital Administrator (SER)	Physical Therapist (SIE)	Social Worker (SEA)
College/University Faculty (SEI)	Psychologist (SEI)	Police Officer (SER)	Speech Pathologist (SAI)
Community Org. Director (SEA)	Insurance Claims Examiner (SIE)	Probation and Parole Officer (SEC)	Vocational-Rehab. Counselor (SEC)
Consumer Affairs Director (SER)	Librarian (SAI)	Real Estate Appraiser (SCE)	Volunteer Services Director (SEC)
Counselor/Therapist (SAE)	Medical Assistant (SCR)	Recreation Director (SER)	
	Minister/Priest/Rabbi (SAI)	Registered Nurse (SIA)	
	Paralegal (SCE)		

Enterprising (*Persuaders*)

People who like to work with people, influencing, persuading, leading or managing for organizational goals or economic gain.

Are you?

self-confident
assertive
persuasive
energetic
adventurous
popular

ambitious
agreeable
talkative
extroverted
spontaneous
optimistic

Can you?

initiate projects
convince people to do things
your way
sell things
give talks or speeches
organize activities
lead a group
persuade others

Like to?

make decisions
be elected to office
start your own business
campaign politically
meet important people
have power or status

**Career Possibilities
(Holland Code):**

Advertising Executive (ESA)
Advertising Sales Rep (ESR)
Banker/Financial Planner (ESR)
Branch Manager (ESA)
Business Manager (ESC)
Buyer (ESA)
Chamber of Commerce Exec
(ESA)

Credit Analyst (EAS)
Customer Service Manager
(ESA)
Education & Training Manager
(EIS)
Emergency Medical Technician
(ESI)
Entrepreneur (ESA)

Foreign Service Officer (ESA)
Funeral Director (ESR)
Insurance Manager (ESC)
Interpreter (ESA)
Lawyer/Attorney (ESA)
Lobbyist (ESA)
Office Manager (ESR)
Personnel Recruiter (ESR)

Politician (ESA)
Public Relations Rep (EAS)
Retail Store Manager (ESR)
Sales Manager (ESA)
Sales Representative (ERS)
Social Service Director (ESA)
Stockbroker (ESI)
Tax Accountant (ECS)

Conventional (*Organizers*)

People who like to work with data, have clerical or numerical ability, carry out tasks in detail, or follow through on others' instructions.

Are you?

well-organized
accurate
numerically inclined
methodical
conscientious
efficient
conforming

practical
thrifty
systematic
structured
polite
ambitious
obedient
persistent

Can you?

work well within a system
do a lot of paper work in a short
time
keep accurate records
use a computer terminal
write effective business letters

Like to?

follow clearly defined
procedures
use data processing equipment
work with numbers
type or take shorthand
be responsible for details
collect or organize things

**Career Possibilities
(Holland Code):**

Abstractor (CSI)
Accountant (CSE)
Administrative Assistant (ESC)
Budget Analyst (CER)
Business Manager (ESC)
Business Programmer (CRI)
Business Teacher (CSE)

Claims Adjuster (SEC)
Catalog Librarian (CSE)

Elementary School Teacher
Computer Operator (CSR)
Congressional-District Aide
(CES) Cost Accountant (CES)
Court Reporter (CSE)
Credit Manager (ESC)
Customs Inspector

Medical Records Technician
(CEI) Editorial Assistant
(CSI)

(SEC)

Financial Analyst (CSI)

Insurance Manager (ESC)

Insurance Underwriter (CSE)

Internal Auditor (ICR)

Kindergarten Teacher (ESC)

(CSE)

Museum Registrar (CSE)

Paralegal (SCE)

Safety Inspector (RCS)

Tax Accountant (ECS)

Tax Consultant (CES)

Travel Agent (ECS)

Holland Codes for College Majors

COLLEGE OF AGRICULTURE, FOOD & NATURAL

RESOURCES

Agricultural Econ. (EAS)
 Agricultural Education (RIE)
 Agricultural Journalism (ESR)
 Animal Sciences (IRS)
 Biochemistry (IRE)
 Entomology (IRS)
 Food Science & Nutrition (SEI)
 General Agriculture (RIS)
 Horticulture (IRS)
 Hotel & Restaurant Mgmt. (ESR)
 Plant Pathology (IRS)
 Plant Sciences (IRS)
 Rural Sociology (IES)

COLLEGE OF ARTS & SCIENCE

Anthropology (IRE)
 Art History & Archaeology (EAS/IRE)
 Biological Sci. (IRE)
 Chemistry (IRE)
 Classics: *Classical Humanities* (AIS)
 Classics: *Greek* (ASE)
 Classics: *Latin* (ASE)
 Communication (EAS)
 Computer Science (IEC)
 Economics (IAS)
 English (AES)
 French (ASE)
 Geography (IRE)
 Geological Sci. (IRE)
 German (ASE)
 History (SEI)
 Intl. Studies: *East Asian Studies* (SEI)
 Intl. Studies: *Environmental Studies* (IRE)
 Intl. Studies: *European Studies* (SEI)
 Intl. Studies: *Intl Agri/Comm Dev.* (SEI/IRS)
 Intl. Studies: *International Business* (ESR)
 Intl. Studies: *Latin Amer. Studies* (SEI)
 Intl. Studies: *Russian Studies* (SEI)
 Intl. Studies: *South Asian Studies* (SEI)
 Mathematics (IRE)
 Microbiology (IRS)
 Peace Studies (SEI)
 Philosophy (SAI)
 Political Science (SEI)
 Psychology (SIE/ASE)
 Physics (IRE)
 Religious Studies (SAI)
 Romance Languages (ASE)
 Russian (ASE)
 Sociology (IES)
 Spanish (ASE)
 Statistics (IRE)

COLLEGE OF BUSINESS

Business Administration (ESC)
 Business Administration: *Finance & Banking* (ESR)
 Business Administration: *Intl. Business* (ESR)
 Business Administration: *Mgmt* (ESR)
 Business Administration: *Real Estate* (ESR)
 Public Administration (ESR)

COLLEGE OF EDUCATION

Early Childhood Education (SEC)
 Educational Studies (SEC)
 Curriculum & Instruction, Interdepartmental,
 Practical Arts & Voc-Tech Educ, Special Educ.
 Elementary Education (SEC)
 Elementary Education: *School Art (ASE); School*
 Music (AES)
 Practical Arts & Vocational-Technical Education
 (RIE)
 Secondary Education (SAE/ASE)
 Art Educ, Behavioral Science, Biology, Chemistry,
 Earth Science, French, Gen. Science, German,
 Italian, Language Arts, Latin, Mathematics Educ,
 Music Educ, Physics, Social Studies, Spanish,
 Speech, Technical Educ (Agri Busn, Home Ec, Ind/
 Tech & Mktg Educ).
 Special Education (SEC)
 Behavior Disorders, Learning Disabilities, Mild/
 Moderate Mental Retardation, Severe
 Developmental Disabilities, Curriculum Dev for
 Exceptional Students, Mental Retardation, Early
 Childhood Special Educ., Admin & Supv of Special
 Educ.

COLLEGE OF ENGINEERING

Agricultural Engineering (IRE)
 Chemical Engineering (IRS) (*Biochem & Chem*
 Environmental Options)
 Civil Engineering (IRE) (*Environmental Option*)
 Comp. Engineering (IRE)
 Elec. Engineering (IRE)
 Industrial Engineering (EIR)
 Mechanical Engineering (RIS/IRE)

COLLEGE OF HUMAN ENVIRONMENTAL SCIENCES

Architectural Studies (IRE)
 Communication Science & Disorders: *Speech -*
 Language Pathology (SAI) Audiology (ISR)
 Human Devel. & Family Studies (SEA)
 Personal Financial Planning (SEA)
 Radiologic Sci.: *Radiography* (IRS)
 Textile & Apparel Management (ESA)

COLLEGE OF VETERINARY MEDICINE

Veterinary Biomedical Science (IRS)
 Veterinary Pathobiology (IRS)

SCHOOL OF ACCOUNTANCY

Accountancy (CRS)

SCHOOL OF FINE ARTS

Art (AEI)
 Music (ASI)
 Theatre (ASE)

SCHOOL OF HEALTH PROFESSIONS

Clinical Laboratory Sciences: *Cytotechnology* (ICR)
 Comm. Science & Disorders (SAI)
 Nuclear Medicine (RIS)
 Occupational Therapy (SRE)
 Physical Therapy (SIE)
 Radiography (RIS)
 Respiratory Therapy (SIR)

SCHOOL OF JOURNALISM

Journalism (EAS)
 Journalism: *Advertising* (ESA)
 Journalism: *Broadcast News* (AES)
 Journalism: *Magazine* (AES)
 Journalism: *News Editorial* (ESA)
 Journalism: *Photojournalism* (AES)

SCHOOL OF NATURAL RESOURCES

Fisheries & Wildlife (RIE)
 Forestry (RIS)
 Soil, Atmospheric Sci. (IRS)
 Parks, Rec & Tourism (ESA)

SCHOOL OF NURSING

Nursing (SIA)

SCHOOL OF SOCIAL WORK

Social Work (SEC)

HONORS COLLEGE

Pre-med (IRS)

SCHOOL OF LAW

Law (ESA)

SCHOOL OF MEDICINE

Health Services Mgmt. (ESC)