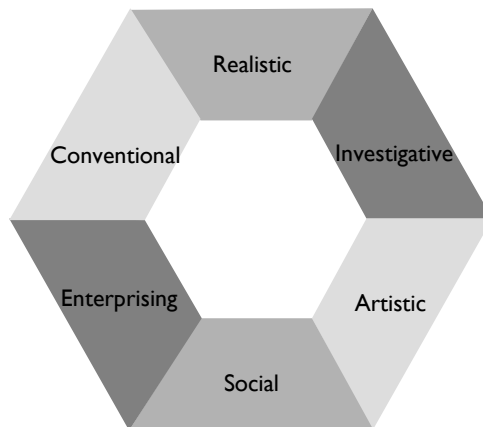


### FIRST STEPS

- ✓ Take a self-assessment such as the SDS or a card sort at the MU Career Center with a Career Specialist to help you identify your Holland code and resources for exploration.
- ✓ Ask yourself what you want out of your occupation: what type of environment would you enjoy?



## WHAT ARE YOUR CAREER INTERESTS?

The Holland Code 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 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."


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.


For more information about occupations related to your Holland code, explore the O\*NET website, [www.onetonline.org](http://www.onetonline.org). Click on the "Advanced Search" tab, and then click on "Interests" from the drop-down menu to explore the occupations associated with each Holland type. You may also find out more about each type on our website at <http://career.missouri.edu/career-interest-game>.


*This hexagonal model of RIASEC occupations is the copyrighted work of Dr. John Holland, and is used with his permission.*

### MU CAREER CENTER

Lower Level,  
Student Success Center

 (573) 882-6801

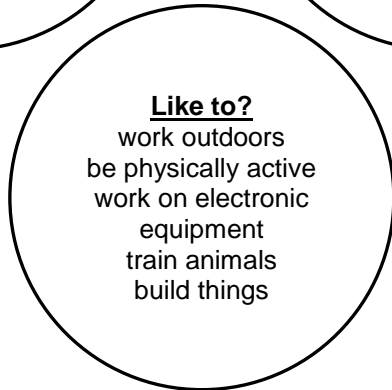
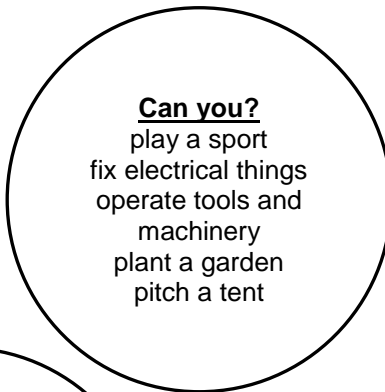
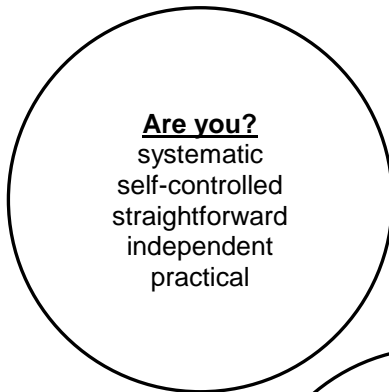
 [career.missouri.edu](http://career.missouri.edu)

 [career@missouri.edu](mailto:career@missouri.edu)



## **REALISTIC (DOERS)**

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



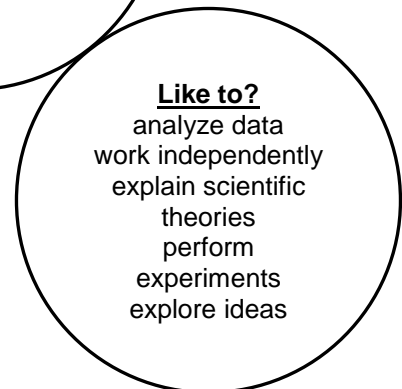
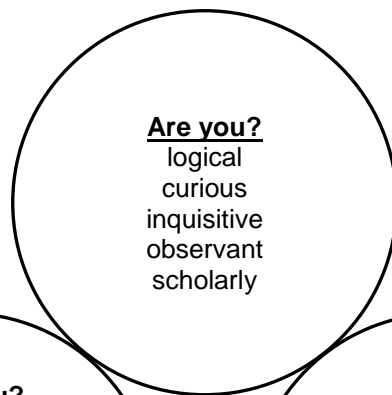
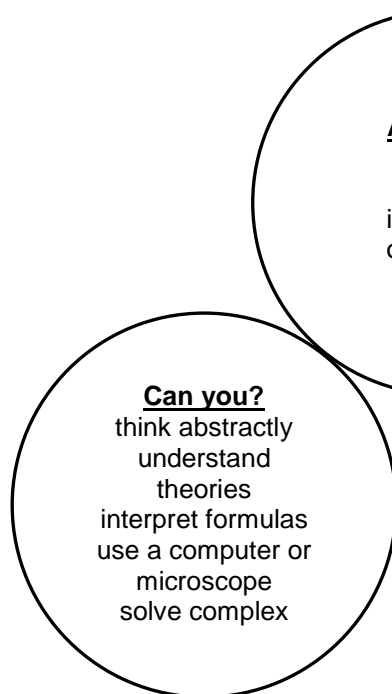
- Career Possibilities**
- Aviation Inspector (RCI)
  - Athletic Trainer (SRE)
  - Commercial Airline Pilot (RIE)
  - Construction Carpenter (RCI)
  - Dental Technician (REI)
  - Electrician (RIC)
  - Fish and Game Warden (RES)
  - Floral Designer (RAE)
  - Forester (RIS)
  - Industrial Supervisor (REI)
  - Laboratory Technician (RIE)
  - Mechanical Engineer (RIS)
  - Security Guard (RCE)
  - Software Technician (RCI)
  - Surgical Technologist (RSC)
  - Surveyor (RCI)
  - Ultrasound Technologist (RSI)

## **INVESTIGATIVE (THINKERS)**

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

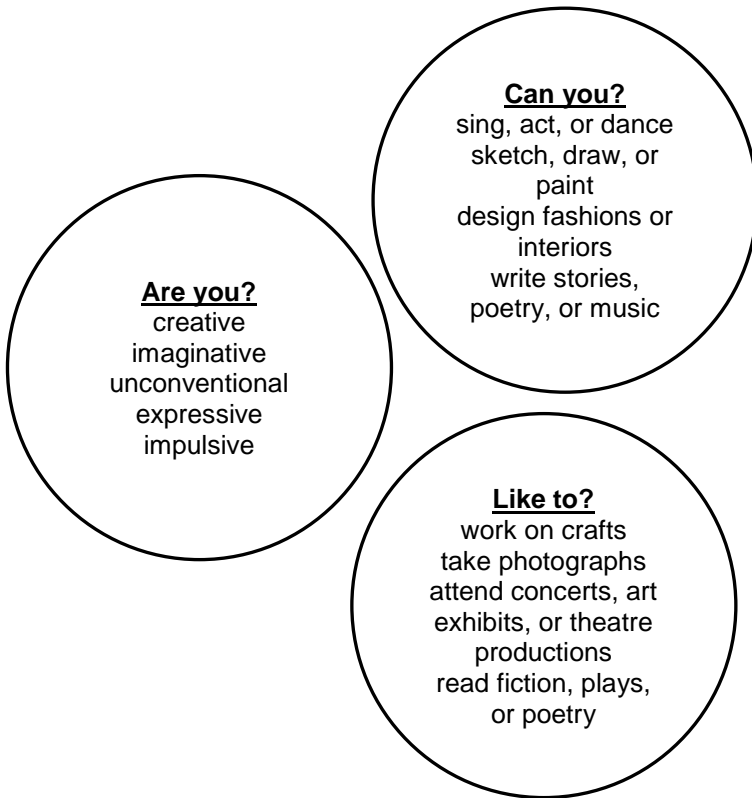
### **Career Possibilities**

- Actuary (ISE)
- Anthropologist (IRE)
- Archaeologist (IRE)
- Biologist (ISR)
- Chemical Engineer (IRE)
- Chemist (IRE)
- Dentist (ISR)
- Economist (IAS)
- Horticulturist (IRS)
- Industrial Engineer (ICE)
- Internist (ISR)
- Mathematician (IER)
- Meteorologist (IRS)
- Pharmacist (IES)
- Psychologist (IES)
- Statistician (IRE)
- Surgeon (IRA)
- Veterinarian (IRS)



## ARTISTIC (CREATORS)

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



### Career Possibilities

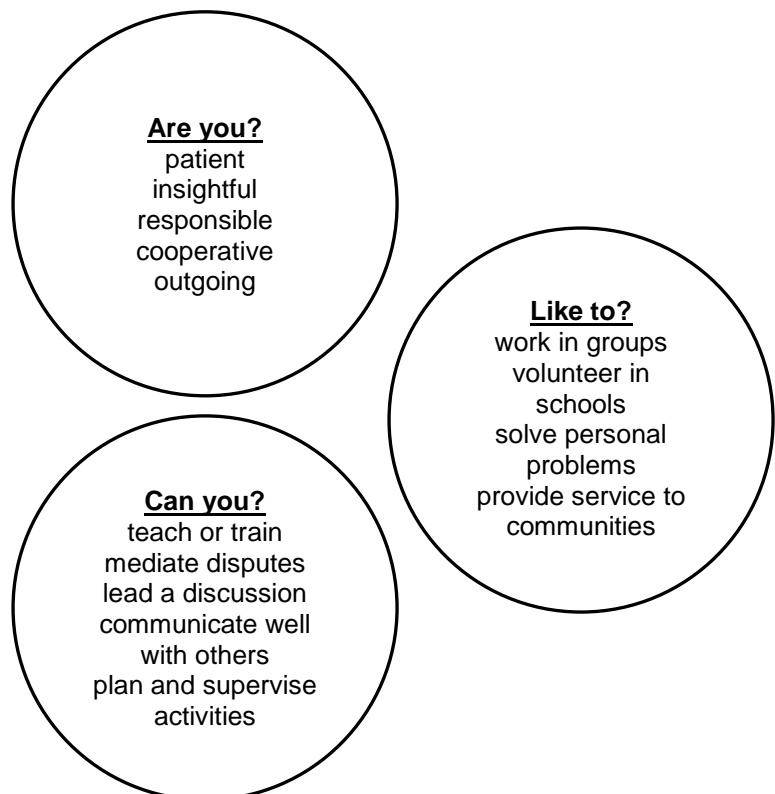
Actor (AES)  
Advertising Art Director (AES)  
Architect (AIR)  
Artist (ASI)  
Copy Writer (ASI)  
Dance Instructor (AER)  
Drama Coach (ASE)  
English Teacher (ASE)  
Graphic Designer (AES)  
Interior Designer (AES)  
Intelligence Research Specialist (AEI)  
Journalist (ASE)  
Medical Illustrator (AIE)  
Museum Curator (AES)  
Music Director (AES)  
Photographer (AES)  
Writer (ASI)

## SOCIAL (HELPERS)

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

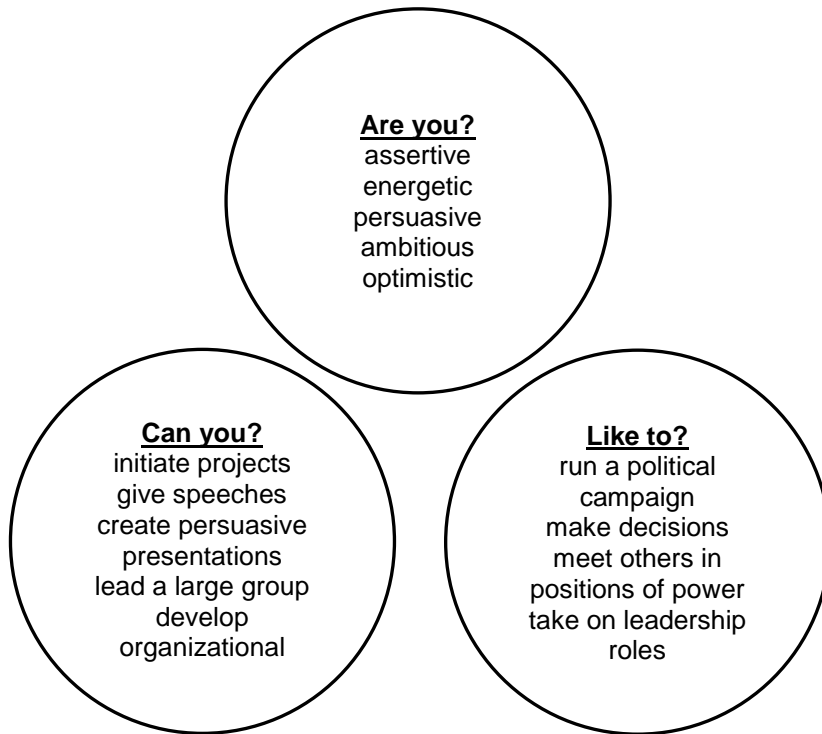
### Career Possibilities

City Manager (SEC)  
College or University Faculty (SEI)  
Clinical Dietician (SIE)  
Historian (SEI)  
Hospital Administrator (SER)  
Librarian (SAI)  
Medical Assistant (SCR)  
Minister/Priest/Rabbi (SAI)  
Paralegal (SCE)  
Physical Therapist (SIE)  
Parole Officer (SEC)  
Real Estate Appraiser (SCE)  
Recreation Director (SER)  
Registered Nurse (SIC)  
Social Worker (SEA)  
Speech Pathologist (SAI)  
Volunteer Services Director (SEC)



## **ENTERPRISING (PERSUADERS)**

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



### **Career Possibilities**

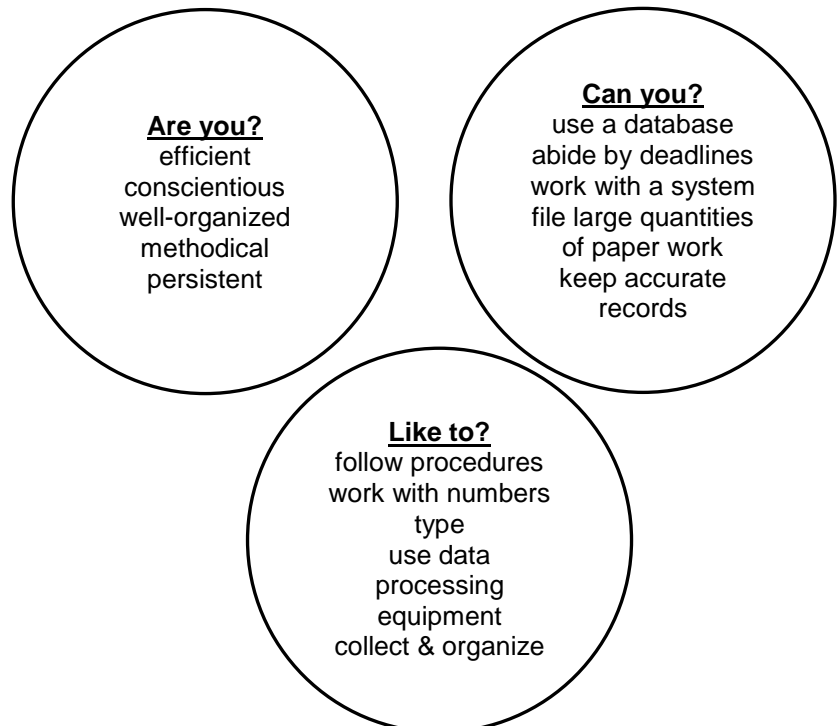
Advertising Executive (ESA)  
Attorney (ESA)  
Business Manager (ESC)  
Buyer (ESA)  
Chamber of Commerce Executive (ESA)  
Customer Service Manager (ESA)  
Education Administrator (ESC)  
Emergency Medical Technician (ESI)  
Entrepreneur (ESA)  
Financial Planner (ESR)  
Foreign Service Officer (ESA)  
Lobbyist (ESA)  
Politician (ESA)  
Public Relations Representative (EAS)  
Sales Representative (ERS)  
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.*

### **Career Possibilities**

Accountant (CSE)  
Actuary (CIE)  
Budget Analyst (CER)  
Business Programmer (CRI)  
Catalog Librarian (CSE)  
Computer Operator (CSR)  
Congressional District Aide (CES)  
Court Reporter (CSE)  
Customs Inspector (CEI)  
Dental Assistant (CRS)  
Editorial Assistant (CSI)  
Gaming Dealer (CER)  
Insurance Underwriter (CSE)  
Law Clerk (CIE)  
Medical Records Technician (CSE)  
Museum Registrar (CSE)  
Tax Consultant (CES)



## SOME UNIVERSITY OF MISSOURI MAJORS HOLLAND CODES

### College of Agriculture, Food, & Natural Resources

Agribusiness Management (REC)  
 Agricultural Econ (EAS)  
 Agricultural Education (RIE)  
 Agricultural Systems Management (REC)  
 Agriculture (RIS)  
 Animal Sciences (IRS)  
 Biochemistry (IRE)  
 Fisheries and Wildlife (RES)  
 Food Science & Nutrition (SEI)  
 Forestry (IRS)  
 Hospitality Management (ESR)  
 Parks, Recreation, and Sport (ESR)  
 Plant Sciences (IRS)  
 Science and Agricultural Journalism (AER)  
 Soil, Environmental and Atmospheric Sciences (IRS)

### College of Arts & Science

Anthropology (IRE)  
 Art (EAS)  
 Art History and Archaeology (ESR)/ (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)  
 Film Studies (AES)  
 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: *Peace Studies* (SEI)  
 Intl. Studies: *South Asian Studies* (SEI)  
 Philosophy (SAI)  
 Linguistics (ISC)  
 Mathematics (IRE)  
 Music (ASC)  
 Political Science (SIE)

Physics (IRE)  
 Psychology (SIE/ASE)  
 Religious Studies (SAI)  
 Romance Languages (ASE)  
 Russian (ASE)  
 Sociology (IES)  
 Statistics (IRE)  
 Theatre (ASE)

### College of Business

Accountancy (CER)  
 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)  
*Interdepartmental.*  
 Elementary Education (SEC)  
 Elementary Education: *School Art (ASE); School Music (AES)*  
 Secondary Education (SAE/ASE)  
*Art Educ., Biology, Chemistry, Earth Science, Gen. Science, Language Arts, Mathematics Educ, Music Educ, Physics, Social Studies*  
 Special Education (SEC)  
*Cross Categorical Special Education*

### College of Engineering

Chemical Engineering (IRS)  
 Civil Engineering (IRE)  
 Computer Engineering (IRE)  
 Electrical Engineering (IRE)  
 Industrial Engineering (EIR)  
 Information Technology (IER)  
 Mechanical Engineering (RIS/IRE)

### College of Human Environmental Sciences

Architectural Studies (IRE)  
*Architectural Studies, Interior Design*  
 Human Development and Family Studies (SEA)  
 Nutritional Sciences (IER)  
*Medical Dietetics, Nutrition and Fitness, Nutritional Sciences*  
 Personal Financial Planning (SEA)  
 Social Work (SEC)

Textile & Apparel Management (ESA)

### School of Health Professions

Athletic Training (SRE)  
 Clinical Laboratory Sciences: *Cytotechnology* (ICR)  
 Communication Science & Disorders (SAI)  
 Diagnostic Medical Ultrasound (RSI)  
 Health Science (SER)  
 Occupational Therapy (SRE)  
 Pre-Professional Physical Therapy (SIE)  
 Radiological Sciences (RIS)  
*Nuclear Medicine Technician, Radiography*  
 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 Nursing

Nursing (SIA)

### Honors College

Pre-Med (IRS)

### School of Law

Law (ESA)

### School of Medicine

Medical Doctor -PhD (ISE)

### School of Veterinary Medicine

Biomedical Sciences (IRS)  
 Veterinary Medicine and Surgery (IRS)  
 Veterinary Pathobiology (IRS)

### NEXT STEPS

- ✓ Come to the MU Career Center to talk with someone about how your Holland code can be used during your career planning.
- ✓ Visit <https://career.missouri.edu> and click on the "Resources" Tab to visit [Mizzou Career Tools](#), where you can search our site for career guides, videos, links, infographics, and more!