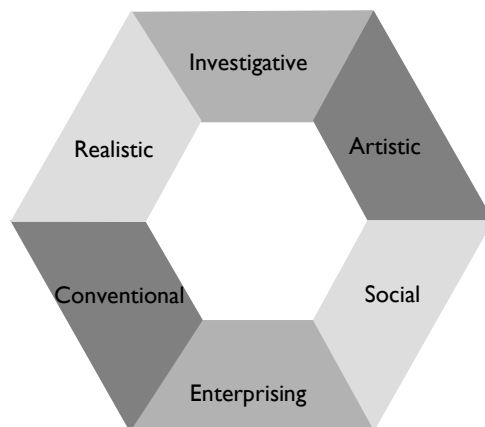


HOLLAND CODE: WHAT IT MEANS

Realistic (Doers): people who have athletic ability, prefer to work with objects.

Investigative (Thinkers): people who like to observe, learn, investigate, analyze, evaluate, or solve problems.

Artistic (Creators): people who have artistic, innovative, or intuitional abilities, like to use their imagination and creativity.



Social (Helpers): people who like to work with people to enlighten, inform, help, train, and teach.

Enterprising (Persuaders): people who like to work with people, influencing, leading, or managing for organization goals or economic gain.

Conventional (Organizers): people who like to work with data, have clerical or numerical ability, and carry out tasks in detail.

The Holland Code is based on Dr. John Holland's theory that people and work environments can be loosely classified into six different groups. See our "Guide to Holland Code" for more information!

WHAT EACH OF THE FOCUS2 ASSESMENT RESULTS MEAN

YOUR WORK INTERESTS

- Reflects the kinds of work-related activities and tasks you might most enjoy doing. Your Holland Code will be associated with occupations you may wish to explore. *TIP: The "Occupations Matching Your Results" section links to "Supporting Majors/Programs" offered at Mizzou!*

YOUR PERSONALITY TYPE

- Describes how you react to certain situations and people, including how you like to focus your attention, prefer to acquire and handle information, look at the world, and make decisions.

YOUR VALUES

- Displays what is important to you in your work and life. These results match with occupations you may find satisfying, based on similarity between your work values and those associated with occupations.

YOUR SKILLS

- Identifies your talents and the types of things you easily learn and/or perform proficiently. A skill can be acquired through education, experience, or training as well as the result of a natural ability.

YOUR LEISURE TIME

- Recognizes the kinds of leisure related activities you most enjoy doing and how this might fit in with your career and life planning.



FOCUS2 CAREER PLANNING

Focus 2 allows you to search for occupations and majors that fit with your interests, values, skills, and personality. Spend some time reflecting on and exploring your results. Talk with others (advisors, faculty, friends, and family) about what you've learned.

YOUR HOLLAND CODE (YOUR 3 WORK INTERESTS LETTERS)

Describe the characteristics of your Holland Code Type (see front page). What types of occupations are typically associated with these work interests? How do your preferred occupations fit with those listed?

What is your TOP CHOICE MAJOR? Are there any other majors you are considering? How might these majors be a good fit for you? What questions/comments do you have about the major(s) you are considering?

How do you think understanding your FOCUS 2 results may help give you career direction and guide your decision making? What next steps do you plan to take in your career exploration journey?

Modified from Focus 2 Student Guide Follow Up

next steps:

Talk with a Career Specialist for one-on-one assistance: <https://career.missouri.edu/connect>
Check out more resources at <https://career.missouri.edu> > Resources tab