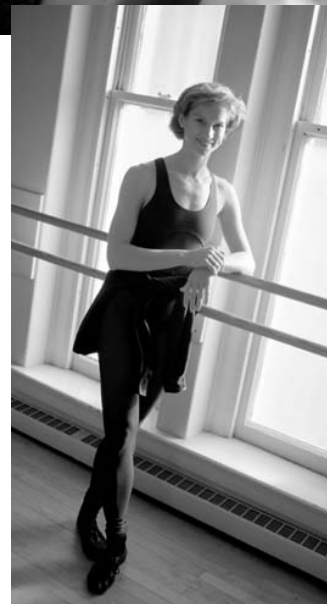


## Exercise 5: Interest and Personality Assessment (The Holland Party Exercise)

When your job matches your interests and your personality, you are more likely to be happy and successful in your work. Consider working in one of the occupations listed for that personality type. They just might suit you!



### The Holland Party

The following exercise is based on the work of John Holland, a career theorist who looked at the relationship between interests and occupational fit. As you complete the exercise, you will be identifying your top interest categories based on Holland's schema.

## Exercise 5: Interest and Personality Assessment (The Holland Party Exercise) (continued)

### Instructions for the Holland Party Exercise

Imagine you are at a party with six different groups of people gathered around the room.

Read the description of the six Holland Types (Realistic, Artistic, Investigative, Social, Enterprising, Conventional). Imagine yourself joining the group of people that you would most enjoy being with. If several groups appeal to you, pick the one that appeals to you most. Write down the first letter of the name of that group on the following page under “Top Choices.”

Pretend all the members of your group have left the party and you decide to join another group. What would be your second choice? Write down the first letter of your second choice next to your first choice under “Top Choices.” Can you make a third choice? If so, write down the first letter of your third choice, next to the first and second.



### Holland Types (Adapted from the Self Directed Search by John L. Holland, Ph.D.)

#### Realistic (Adventuring/Producing)

Interested in athletics; good with their hands; prefer to work with objects, machines, plants or animals rather than people. Prefer to do the job without a lot of talk or debate, do it right the first time, and get to the point.

#### Investigative (Analytic)

Like to observe, learn, evaluate, or solve problems. This type is associated with scientific/academic pursuits. Prefer to analyze a problem, evaluate options and data, set a plan of action, and analyze the results.

#### Artistic (Creative)

Interested in artistic expression. Like to work in unstructured situations using imagination and creativity. Prefer creative approach to problem solving and planning, which relies heavily on intuition and imagination.

#### Social (Helping)

Like to work with people in some helping capacity — informing, teaching, developing, curing people. Prefer to gather data from all involved parties before generating an action plan. Will try to find solutions equitable for all concerned. Good at networking with people.

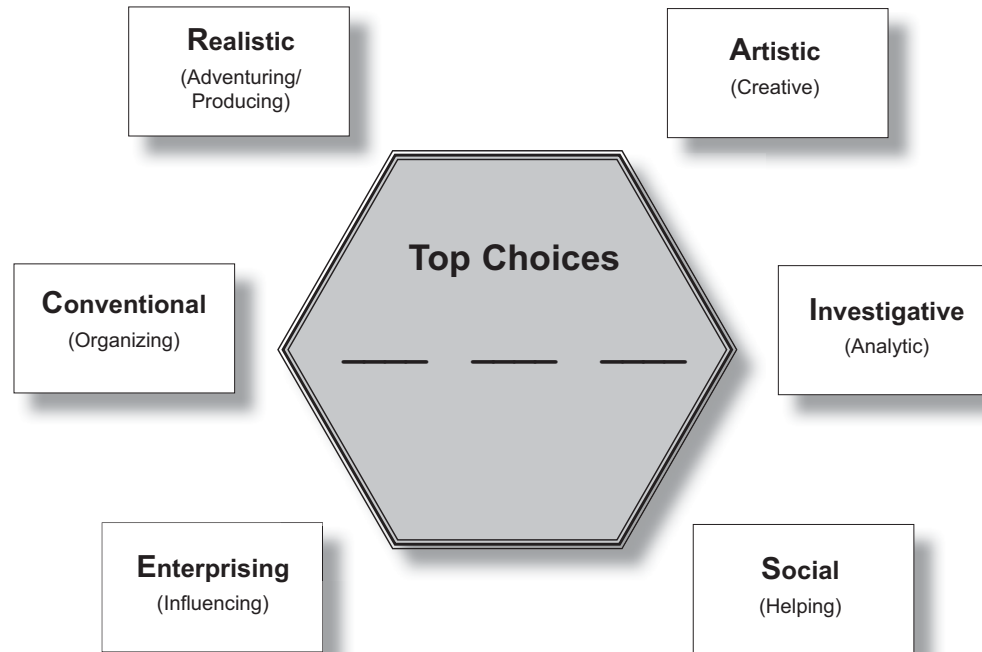
#### Enterprising (Influencing)

Like to work with people in a leadership capacity — managing, performing, persuading, influencing, often for organizational or political goals or economic gain. Prefer to investigate a direct plan of action to be carried out by others. Focus on achieving the goal, not concerned with minor details. Like to keep big picture in mind.

#### Conventional (Organizing)

Like to work with data and numbers, more than people. Like detail, tangible products, and have little tolerance for ambiguity. Like following others and instructions rather than being in charge. Prefer to follow a defined structured plan of action. Attentive to detail. Enjoy putting all the pieces of a plan together.

**Exercise 5: Interest and Personality Assessment (The Holland Party Exercise)** (continued)



Indicate which interest types represent your first, second, and possible, third choices. Your top 2 or 3 choices represent your Holland code (for example: IA, or IAS)

**Holland in Perspective**

Holland classified occupations into six major groups (using 2- or 3-letter codes). (For more information see: *Making Vocational Choices: A Theory of Vocational Personalities and Work Environments*. Holland, John L., 2nd ed., Dewey Library call number HF5381.H5668 1985).

These codes correlate with the interests of people in each occupation. According to this model, if you share a lot of interests with people in an occupation, you would probably prefer that occupation. Holland surmised that people would be most satisfied in work environments related to their interests.

Determining your interests is only one component of making effective career choices. Among many other factors, you could consider your skills and values. Understanding the interrelationship between these factors will help you identify a satisfying career and the larger issue of creating an overall lifestyle. We encourage you to apply what you have learned from the Holland model to the larger context of your life.

## Exercise 5: Interest and Personality Assessment (The Holland Party Exercise) (continued)

### Basic Interest Area Scales

#### **Realistic Theme**

Mechanical/Fixing  
Electronics  
Carpentry  
Manual/Skilled Trades  
Protective Service  
Athletics/Sports  
Nature/Outdoors  
Animal Service

#### **Investigative Theme**

Mathematics  
Scientific Research/Development  
Medical Science

#### **Artistic Theme**

Writing  
Creative Arts  
Performing/Entertaining

#### **Social Theme**

Community Service  
Educating  
Medical Service  
Religious Activities

#### **Enterprising Theme**

Public Speaking  
Law/Politics  
Management/Supervision  
Sales

#### **Conventional Theme**

Office Practices  
Clerical/Clerking  
Food Service

### Occupational Scales

#### **Realistic Theme**

Aircraft Mechanic  
Auto Mechanic  
Bus Driver  
Camera Repair Technician  
Carpenter  
Conservation Officer  
Dental Lab Technician  
Drafter  
Electrician  
Emergency Medical Technician  
Farmer/Rancher  
Firefighter  
Forest Ranger  
Hardware Store Manager  
Janitor  
Machinist  
Mail Carrier  
Military Enlisted  
Military Officer  
Musical Instrument Repairer  
Orthotist/Prosthetist  
Painter  
Park Ranger  
Pipefitter/Plumber  
Police Officer  
Printer  
Radio/TV Repairer  
Security Guard  
Sheet-Metal Worker  
Telephone Repairer  
Tool/Die Maker  
Truck Driver

### Holland's Occupations by Category

#### **Investigative Theme**

Biologist  
Chemist  
Chiropractor  
Computer Programmer  
Computer Scientist  
Dental Hygienist  
Dentist  
Dietitian  
Economist  
Electronic Technician  
Engineer  
Mathematician  
Math/Science Teacher  
Medical Lab Technician  
Pharmacist  
Physical Therapist  
Physician  
Psychologist  
Radiologic Technician  
Respiratory Therapy Technician  
Surveyor  
Veterinarian

#### **Artistic Theme**

Advertising Artist/Writer  
Advertising Executive  
Architect  
Author/Writer  
Chef  
Interior Designer  
Legal Assistant  
Librarian  
Musician  
Newspaper Reporter  
Photographer  
Piano Technician

#### **Social Theme**

Athletic Trainer  
Child Care Assistant  
Cosmetologist  
Counselor-Chemical Dependency  
Elementary School Teacher  
Guidance Counselor  
Licensed Practical Nurse  
Nurse's Aide  
Occupational Therapist  
Operating Room Technician  
Registered Nurse  
Religious Leader

#### **Enterprising Theme**

Barber/Hairstylist  
Buyer/Merchandiser  
Card/Gift Shop Manager  
Caterer  
Elected Public Official  
Florist  
Food Service Manager  
Hospital Administrator  
Hotel/Motel Manager  
Insurance Agent  
Lawyer  
Manufacturing Representative  
Personnel Manager  
Private Investigator  
Purchasing Agent  
Real Estate Agent  
Reservation Agent  
Restaurant Manager  
Travel Agent

#### **Conventional Theme**

Accountant  
Bank Manager  
Bank Teller  
Bookkeeper  
Cafeteria Worker  
Court Reporter  
Data Input Operator  
Dental Assistant  
Executive Housekeeper  
Medical Assistant  
Pharmacy Technician  
Secretary  
Teacher's Aide  
Waiter/Waitress



## Exercise 5: Interest and Personality Assessment Wrap-up/Interpretation

In the exercise you just completed, you begin to see how your interests, hobbies, and personality are interrelated with each other and the world of work. This exercise gives you a glimpse of how the information derived from self-assessments can assist you with your job search.

As you review your Holland codes, you will want to spend time investigating the various occupations listed under the two or three codes that best describe you according to Holland's theory. You may use a variety of occupational resources in print or on-line to read the occupational descriptions of those you like the most. You will find resources in print at your local library career section, or One-Stop Career Center. For on-line resources you can use the California CareerZone <http://www.CACareerZone.org> or O\*NET <http://online.onetcenter.org/>. As you read the occupational descriptions, notice the skills required to do the job. Compare these skills to your skills list. Do you have these skills or would you like to develop these skills?

In Step 3, you will bring together your self-assessments and your world-of-work research to create a tangible picture of possible employment areas and jobs.

