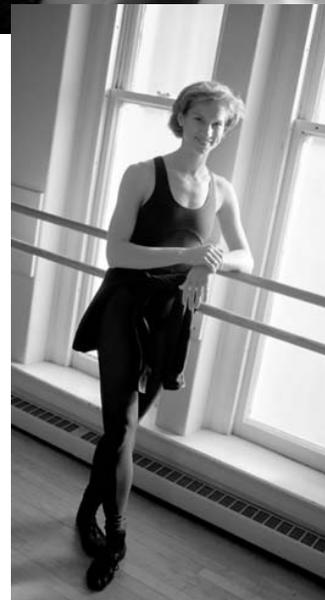


Exercise 5: Interest and Personality Assessment (The Holland Party Exercise)

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.

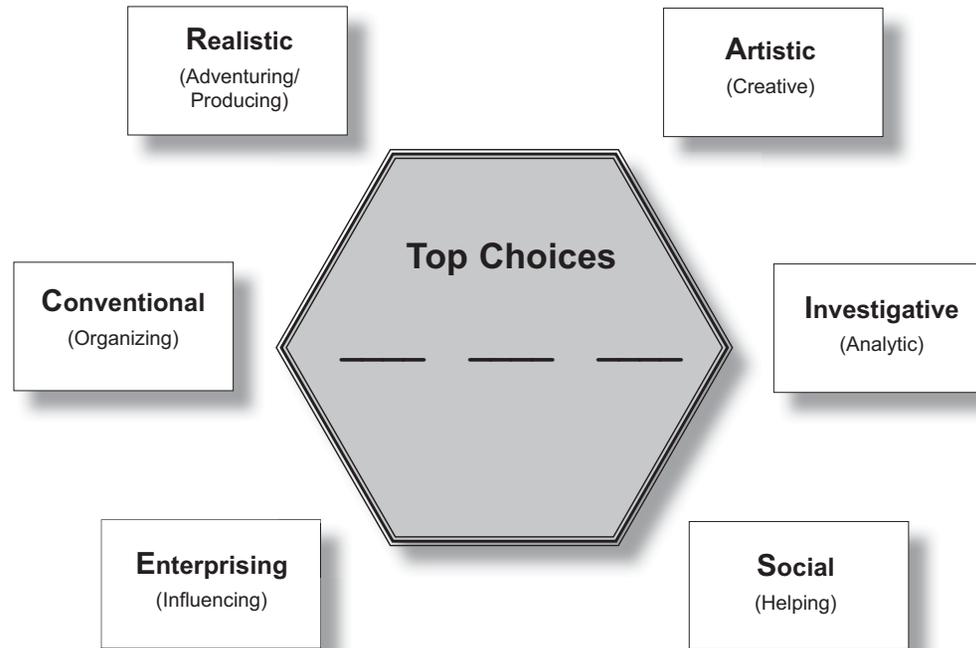
Enterprising (Influencing)

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.

