

# Holland Code Assessment

**Step 1:** For each theme, check those items that describe you.

REALISTIC					R Total =	
Are You:		Can You:		Like To:		
<input type="checkbox"/>	Practical	<input type="checkbox"/>	Fix electrical things	<input type="checkbox"/>	Tinker with mechanics	
<input type="checkbox"/>	Athletic	<input type="checkbox"/>	Solve mechanical problems	<input type="checkbox"/>	Work outdoors	
<input type="checkbox"/>	Straight forward	<input type="checkbox"/>	Pitch a tent	<input type="checkbox"/>	Be physically active	
<input type="checkbox"/>	Mechanically inclined	<input type="checkbox"/>	Play a sport	<input type="checkbox"/>	Use your hands	
<input type="checkbox"/>	A nature lover	<input type="checkbox"/>	Read a blueprint	<input type="checkbox"/>	Build things	
<input type="checkbox"/>	Good with tools and machinery	<input type="checkbox"/>	Work on cars	<input type="checkbox"/>		

INVESTIGATIVE					I Total =	
Are You:		Can You:		Like To:		
<input type="checkbox"/>	Inquisitive	<input type="checkbox"/>	Think abstractly	<input type="checkbox"/>	Explore ideas	
<input type="checkbox"/>	Analytical	<input type="checkbox"/>	Solve math problems	<input type="checkbox"/>	Use computers	
<input type="checkbox"/>	Scientific	<input type="checkbox"/>	Understand physical theories	<input type="checkbox"/>	Work independently	
<input type="checkbox"/>	Observant	<input type="checkbox"/>	Do complex calculations	<input type="checkbox"/>	Perform lab experiments	
<input type="checkbox"/>	Precise	<input type="checkbox"/>	Use a microscope	<input type="checkbox"/>	Read scientific or technical magazines	
<input type="checkbox"/>	Good with tools and machinery	<input type="checkbox"/>	Work on cars	<input type="checkbox"/>		
<input type="checkbox"/>		<input type="checkbox"/>	Analyze data	<input type="checkbox"/>		

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ARTISTIC						A Total =	
Are You:		Can You:		Like To:			
	Creative		Sketch, draw, paint		Attend concerts, theaters, art exhibits		
	Intuitive		Play a musical instrument		Read fiction, plays, poetry		
	Imaginative		Write stories, poetry, music, sing, act, dance		Work on crafts		
	Innovative		Design fashions or interiors		Take photographs		
	An individualist				Express yourself creatively		

SOCIAL						S Total =	
Are You:		Can You:		Like To:			
	Friendly		Teach/train others		Work in groups		
	Helpful		Express yourself clearly		Help people with problems		
	Idealistic		Lead a group discussion		Participate in meetings		
	Insightful		Mediate disputes		Do volunteer service		
	Outgoing		Plan and supervise an activity		Work with young people		
	Understanding		Cooperate well with others		Play team sports		

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ENTERPRISING					E Total =	
Are You:		Can You:		Like To:		
	Self-confident		Initiate projects		Make decisions affecting others	
	Assertive		Convince people to do things your way		Be elected to office	
	Sociable		Sell things or promote ideas		Win a leadership or sales award	
	Persuasive		Give talks or speeches		Start your own political campaign	
	Enthusiastic		Organize activities and events		Meet important people	
	Energetic		Lead a group			

CONVENTIONAL					C Total =	
Are You:		Can You:		Like To:		
	Well groomed		Work well within a system		Follow clearly defined procedures	
	Accurate		Do a lot of paper work in a short time		Use data processing equipment	
	Numerically inclined		Keep accurate records		Work with numbers	
	Methodical		Use a computer terminal		Type or take shorthand	
	Conscientious		Write effective business letters		Be responsible for details	
	Efficient					

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**Step 2:** Total the items checked for each theme/category. Identify the top 3 categories/themes that create the most accurate picture of you.

My top 3 categories/themes are: \_\_\_\_\_, \_\_\_\_\_, \_\_\_\_\_.

**Step 3:** How accurately do you believe your (3) top themes describe your personality and interests?

**REALISTIC** people are characterized by competitive/assertive behavior and by interest in activities that require motor coordination, skill, and physical strength. People oriented toward this role prefer situations involving "action solutions" rather than tasks involving verbal or interpersonal skills. They like to take a concrete approach to problem-solving rather than relying on abstract theory. They tend to be interested in scientific or mechanical rather than cultural and aesthetic areas.

**INVESTIGATIVE** people prefer to think rather than to act, to organize and understand rather than to persuade. They are not apt to be very "people oriented."

**ARTISTIC** people value self-expression and relationships with others through artistic expression. They dislike structure, prefer tasks involving personal or physical skills, and are more prone to expression of emotion than others. They are similar to investigative people, but are more interested in the cultural-aesthetic than the scientific. **SOCIAL** people seem to satisfy their needs in teaching or helping situations. In contrast to investigative and realistic people, social types are drawn more to seek close interpersonal relationships and are less apt to engage in intellectual or extensive physical activity.

**SOCIAL** people have high interest in other people and are sensitive to the needs of others. They perceive themselves as liking to help others, understanding others, and having teaching abilities. Social people value social activities, social problems, and interpersonal relationships. They use their verbal and social skills to change other people's behavior. They are generally cheerful, scholarly, and verbally oriented.

**ENTERPRISING** people are verbally skilled and use this skill in persuasion rather than support of others. They also value prestige and status and are more apt to pursue it than conventional people.

**CONVENTIONAL** people don't mind rules and regulations and emphasize self-control. They prefer structure and order to ambiguity in work and interpersonal situations. They place value on prestige or status.