

## VOCATION FINDER

The first section of the report is based on Dr. John Holland's theory that people and work environments can be classified into six different groups. Each of the letters above 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 one or two of the areas. These one or two letters are your "Holland Code."

Most people, and most jobs, are best represented by the code that is most dominant in you. In addition, most people are most satisfied if there is some degree of fit between their personality and their work environment. The following table explains each code in detail.

THEME	CODE	INTERESTS	WORK ACTIVITIES	POTENTIAL SKILLS	VALUES
Realistic	R	Machines, computer networks, athletics, working outdoors	Operating equipment, using tools, building, repairing, providing security	Mechanical ingenuity and dexterity, physical coordination	Tradition, practicality, common sense
Investigative	I	Science, medicine, mathematics, research	Performing lab work, solving abstract problems, conducting research	Mathematical ability, researching writing, analyzing.	Independence, curiosity, learning
Artistic	A	Self-expression, art appreciation, communication, culture	Composing music, performing, writing, creating visual art	Creativity, musical ability, artistic expression	Beauty, originality, independence, imagination
Social	S	People, teamwork, helping, community service	Teaching, caring for people, counseling, training employees	People skills, verbal ability, listening, showing understanding	Cooperation, generosity, service to others
Enterprising	E	Business, politics, leadership, entrepreneurship	Selling, managing, persuading, marketing	Verbal ability, ability to motivate and direct others	Risk taking, status, competition, influence
Conventional	C	Organization, data management, accounting, investing, information systems	Setting up procedures and systems, organizing, keeping records, developing computer applications	Ability to work with numbers, data analysis, finances, attention to detail	Accuracy, stability, efficiency

According to the assessment, your most dominant CODE is **ENTERPRISING**. You will be glad to know that ENTERPRISING people are also known as “PERSUADERS”. People with “enterprising personality” like to work with and through people, providing leadership and delegating responsibilities for organizational and/or financial gain. They are goal-oriented and want to see results. They prefer business settings, and often want social events to have a purpose beyond socializing. This table will give you detailed information about your code!

HOW ENTERPRISING TYPES DESCRIBE THEMSELVES	WHAT MOTIVATES ENTERPRISING TYPES	WHAT ENTERPRISING TYPES VALUE	HOW ENTERPRISING TYPES ENJOY SPENDING THEIR WORK TIME	WHAT WORK ENVIRONMENTS MAKE ENTERPRISING TYPES PRODUCTIVE	WHAT ARE THE BEST SKILLS OF THE ENTERPRISING TYPES
Ambitious	Persuading	Influencing others	Selling/purchasing	Business-oriented	Business savvy
Competitive	Selling	Leadership positions	Convincing others	Influential	Persuading/selling
Persuasive	Leading	Power/authority	Debating ideas	Entrepreneurial	Social interaction
Self – confident		Material possessions	Managing people/projects	Competitive	Leading
Adventurous		Financial remuneration	Leading groups	Profit-making	Accomplishing organizational goals
Risk-taker		Making a profit	Entertaining clients	Fast-paced	
Energetic		Excitement	Giving speeches/presentations		
Resilient		Risk taking	Discussing business		