

## 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
<b>Realistic</b>	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
<b>Investigative</b>	I	Science, medicine, mathematics, research	Performing lab work, solving abstract problems, conducting research	Mathematical ability, researching writing, analyzing.	Independence, curiosity, learning
<b>Artistic</b>	A	Self-expression, art appreciation, communication, culture	Composing music, performing, writing, creating visual art	Creativity, musical ability, artistic expression	Beauty, originality, independence, imagination
<b>Social</b>	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
<b>Enterprising</b>	E	Business, politics, leadership, entrepreneurship	Selling, managing, persuading, marketing	Verbal ability, ability to motivate and direct others	Risk taking, status, competition, influence
<b>Conventional</b>	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 **CONVENTIONAL**. You will be glad to know that conventional people are also known as “ORGANIZERS”. People with “conventional personality” like to work with data, have numerical ability, carry out tasks in detail, and follow through on others’ instructions. They pay attention to detail, and prefer to work with data, particularly in the numerical, statistical, and record-keeping realm. They have a high sense of responsibility and want to know precisely what is expected of them. This table will give you detailed information about your code!

HOW CONVENTIONAL TYPES DESCRIBE THEMSELVES	WHAT MOTIVATES CONVENTIONAL TYPES	WHAT CONVENTIONAL TYPES VALUE	HOW CONVENTIONAL TYPES ENJOY SPENDING THEIR WORK TIME	WHAT WORK ENVIRONMENTS MAKE CONVENTIONAL TYPES PRODUCTIVE	WHAT ARE THE BEST SKILLS OF THE CONVENTIONAL TYPES
Practical	Organizing	Order	Organizing information	Indoors	Organization
Team-oriented	Processing data	Accuracy	Managing an office	Structured	Efficiency
Organized	Managing information	Precision	Writing business reports	Organized	Patience
Orderly		Predictability	Collecting/managing data	Predictable	Prudence
Systematic		Stability	Making charts/graphs	Clean	Managing data
Precise		Dependability	Organizing events	Hierarchical	Working with numbers
Accurate		Security			