

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 **SOCIAL**. You will be glad to know that SOCIAL people are also known as “HELPERS”. People with “social personality” like cooperative environments and tend to be supporting, helping, & nurturing. Social types make friends easily and tend to have well developed communications skills. They enjoy working with groups or individuals, using empathy and an ability to identify and solve problems, and tend to be high achievers and good leaders. This table will give you detailed information about your code!

HOW SOCIAL TYPES DESCRIBE THEMSELVES	WHAT MOTIVATES SOCIAL TYPES	WHAT SOCIAL TYPES VALUE	HOW SOCIAL TYPES ENJOY SPENDING THEIR WORK TIME	WHAT WORK ENVIRONMENTS MAKE SOCIAL TYPES PRODUCTIVE	WHAT ARE THE BEST SKILLS OF THE SOCIAL TYPES
Humanistic	Instructing	Communication	Helping others	Collaborative	Understanding others
Caring	Nurturing	Cooperation	Encouraging others	Supportive	Developing relationships
Helpful	Helping others	Consensus	Counseling	Cooperative	Verbal Communication
Responsible	Empowering others	Relationships	Guiding	Comfortable	Teaching
Tactful		Community	Training	Changing	Listening
Talkative		Personal Growth	Facilitating	Indoors	
Cooperative		Spirituality	Solving problems		
Generous		Trust	Leading discussions		
Understanding		Other’s welfare	Organizing		