

2 Self-Assessment

6 PAGES FOR THE WALL: HOLLAND CODE

Realistic

Characteristics:

The R type generally likes to work with things more than people. They like to work with their hands, focusing on things in the physical world and using physical. They like to explore places and things and frequently have a desire for adventure. They like to repair and make things using their hands, tools and machines. Outdoor work is preferred.

Words to describe the R type:

- Genuine
- Honest
- Conforming
- Humble
- Natural
- Persistent
- Practical

Activities they like:

- Hands on
- Athletics
- Mechanical skills
- Work with objects, tools, animals, machinery

Problem Solving:

- Prefers problems that are concrete rather than abstract
- Wants practical solutions that can be acted out.
- Uncomfortable communicating feelings.

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Investigative

Characteristics:

The I type tends to focus on ideas, exploring or understanding things or events. They collect and analyze data and information of all kinds. They are curious and tend to be creative and original. These people are task oriented. They tend to prefer loosely structured situations with minimal rules or regulations, although some structure contributes to their creativity.

Words to describe the I type:

- Analytical
- Cautious
- Critical
- Independent
- Intellectual
- Reserved

Activities they like:

- Creative investigations
- Technical writing, design and implementation

Problem Solving:

- Prefers to think through rather than act out problems.
- Introspective.
- Copes rationally and analytically

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Artistic:

Characteristics:

The A type generally likes to work with creative ideas and self-expression through all kinds of mediums: materials, music, and words as well as systems and programs. They like variety over rules and regulations. They are able to see possibilities and are not afraid to experiment with their ideas.

Words to describe the A type:

- Complicated
- Emotional
- Expressive
- Idealistic
- Imaginative
- Intuitive
- Nonconforming

Activities they like:

- Pure art forms: music, painting, writing
- Plan programs
- Create new ways of doing things

Problem solving:

- Deals with problems in an intuitive, expressive and independent ways
- Averse to rules
- Prefers smaller groups
- Becomes totally involved with work or projects

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Social:

Characteristics:

The S type generally likes to help, teach and counsel people and is concerned with the welfare of others. These people make friends easily and then to have developed communication skills. They enjoy working with groups and individuals, using empathy and an ability to identify and solve problems. They can be high achievers and good leaders.

Words to describe the S type:

- Convincing
- Cooperative
- Friendly
- Helpful
- Idealistic
- Kind
- Patient

Activities they like:

- Care giving
- Teaching
- Group leadership
- Plan social events
- Prefers to work in groups
- Seeks close interpersonal situations

Problem solving:

- Deals with problems through feelings
- Flexible approach to problems
- Very verbal – uses words to describe issues

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Conventional:

Characteristics:

The C type refers to people who are oriented to carrying out tasks initiated by others. 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, follow rules and want to know precisely what is expected of them.

Words to describe the C type:

- Conscientious
- Efficient
- Orderly
- Concern for rules and regulations
- Responsible
- Precise
- Thorough

Activities they like:

- Prefer systematic verbal and natural activities
- Quality control
- Avoids ambiguous situations

Problem solving:

- Prefers clearly defined practical problems
- Prefers to solve problems by applying rules
- Deals with others in sociable, comforting, controlled and practical ways.

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Enterprising:

Characteristics:

The E type refers to people who are goal and results oriented. They work with and through people, providing leadership and delegating responsibilities for organizational and/or financial gain. These people tend to function with a high degree of energy. They prefer business settings and want social events to have a purpose beyond socializing.

Words to describe the E type:

- Persuasive
- Leader
- Power/Status
- Confident
- Influential
- Focused

Activities they like:

- Organize and lead in order to accomplish goals
- Influence others
- Initiator of projects
- Tends to be more extroverted
- Focuses on tasks

Problem solving:

- Attacks problems with leadership skills
- Decision maker