

The Holland Code Career Test

RESULTS FOR: GUEST
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Welcome to your career report! There's a lot of information here, so take your time and read through it at your own pace.

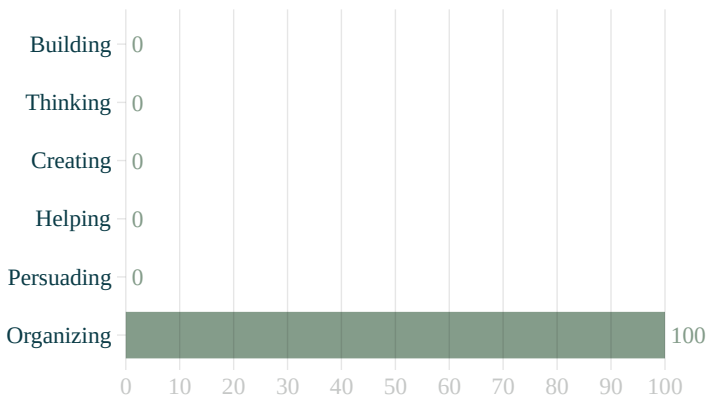
Your report is split up into different sections, each of which addresses a different factor in your career search. You'll learn about your interests, your personality, and the jobs and work environments that suit you best. You'll get personalized advice and suggestions for exploring your career options and planning a successful job search.

You can read your report straight through, or you can skip to the sections that interest you most.

So, let's get started!

Your Career Interest Profile

This section shows your top **career interest areas**. There are 6 total interest areas, each with its own set of typical work tasks, roles, and values. Some of these interest areas will appeal to you, while others will be less attractive. Choosing a career which is a good match for your interest profile ensures that you enjoy your daily work and get satisfaction out of your accomplishments.



The Six Interest Areas

Each of the six interest areas describes a cluster of related work tasks and activities. People who are drawn to each of these interest areas tend to have certain characteristics, preferences, and personality traits in common.

Building	Building jobs involve the use of tools, machines, or physical skill. Builders like working with their hands and bodies, working with plants and animals, and working outdoors.
Thinking	Thinking jobs involve theory, research, and intellectual inquiry. Thinkers like working with ideas and concepts, and enjoy science, technology, and academia.
Creating	Creating jobs involve art, design, language, and self-expression. Creators like working in unstructured environments and producing something unique.
Helping	Helping jobs involve assisting, teaching, coaching, and serving other people. Helpers like working in cooperative environments to improve the lives of others.
Persuading	Persuading jobs involve leading, motivating, and influencing others. Persuaders like working in positions of power to make decisions and carry out projects.
Organizing	Organizing jobs involve managing data, information, and processes. Organizers like to work in structured environments to complete tasks with precision and accuracy.

Your Top Interests

Your primary interest area is also called your **career type**. Your career type describes the kind of job tasks and activities you enjoy doing, as well as what motivates and satisfies you at work. Certain personality traits and characteristics are associated with each career type.

Your secondary interest area shows what sorts of interests you may have, beyond your primary interest area. You can use your secondary interest area to get additional ideas and information about the career that may fit you.

Your primary interest area is Organizing

As an Organizer, you like to work with data, processes, and systems. You enjoy putting things in order and completing tasks in a systematic fashion. You appreciate a structured work environment where rules, policies, and standard procedures are clear and well enforced.

Top Job Tasks

- Filing
- Calculating
- Processing
- Systematizing
- Following Procedures

Your Core Values

- Structure
- Order
- Clarity
- Precision
- Attention to Detail

Key Personality Traits

- Orderly
- Precise
- Detail-Oriented
- Conservative
- Thorough

Because you are an Organizer, you are interested in keeping orderly systems in place. You will often enjoy office and administrative work, especially working with systems, records, and files. You like to maintain structure and enforce the rules, and want to work in a well organized and predictable environment.

Organizers are detail-oriented and responsible people with an appreciation for structure and order. They typically take things literally and have little tolerance for sloppiness or people who try to bend the rules. They are cautious and careful and typically dislike taking risks.

Organizers like their work best when they can carefully systematize processes to work toward well-defined goals. As an Organizer, your primary career goal will be to find a job where you can focus on the details and create reliable systems to produce predictable, precise results.

Sample Jobs for Organizers

- Accountant or Auditor
- Actuary
- Budget Analyst
- Paralegal
- Medical Transcriptionist
- Financial Analyst
- Administrative Assistant
- Cost Estimator
- Court Reporter

Career Fields for Organizers

- Administration
- Banking and Finance
- Accounting
- Office Management
- Information Management
- Computers and Technology
- Engineering
- Law Enforcement
- Military

Areas of Study for Organizers

- Business Administration
- Accounting or Actuarial Science
- Finance
- Law
- Criminal Justice
- Mathematics or Statistics
- Information Systems
- Engineering
- Computer Science

Because you have a secondary interest in Building, you will be interested in physical work that uses your hands and body and gives you a tangible result for your efforts. You may be drawn to work with tools, machines, plants, or animals. You may find that it is important to you to be physically active during the day, and you may want a career that takes you outdoors. You value tasks that have a practical benefit.

To satisfy your interest in Building, look for a career that allows you to use and hone your hands-on skills. You may enjoy learning to construct, craft, repair, maintain, or tinker. You will be interested in creating practical things and fixing essential systems.

Because you have a secondary interest in Thinking, you will be interested in working with ideas and theories. You enjoy solving complex problems through rational analysis. You are interested in the sciences and in the process of discovering new information about the world around you. You may be drawn to workplaces where research is a focus. You want to explore and discover new ideas in your work, and value activities that get you closer to understanding the truth.

To satisfy your interest in Thinking, look for a career that utilizes your intellectual powers. You want to have the opportunity to learn, discover, research, examine, and analyze in your work. You will be interested in increasing your understanding of your field and using that expertise to devise innovative solutions.

Because you have a secondary interest in Creating, you will be interested in using your creative talents and expressing yourself artistically through your work. You are tuned into aesthetics and seek work that allows you to connect with sensory experiences. You may enjoy art, music, drama, architecture, or literature, and like work that

allows you to feel an element of your own creative expression. You value activities that allow you to use your imagination.

To satisfy your interest in Creating, look for a career that allows you a some freedom to express yourself. You will be happiest when you can imagine, envision, experiment, and create. You are interested in developing your own unique point of view and putting your personal spin on what you do.

Because you have a secondary interest in Helping, you are interested in serving, caring for, and inspiring others. You are attuned to the needs of the people around you and gain satisfaction from attending to those needs. You are driven by values in your work, and want to be involved in activities that make the world a better place.

To satisfy your interest in Helping, seek out a job that allows you to regularly connect with other people. You want to work in cooperation with others and feel that you have been of service to them. You will be most satisfied when you can see the positive impact of your work on others.

Because you have a secondary interest in Persuading, you are interested in leading, influencing, and motivating other people. You like the idea of making your mark on the world by impacting the perspectives and decisions of others. You enjoy feeling powerful, and like to take the lead.

To satisfy your interest in Persuading, look for roles that allow you to pitch other people on products, projects, or initiatives. You may find a home in the business world, but will also appreciate any role where you can set a course of action and use your ingenuity and influence to achieve your goals. You may feel drawn to entrepreneurship and enjoy the risk inherent in starting a new venture.

Careers to Explore

In this section, we'll show you the top careers that match your interest profile. There are a few things to keep in mind as you read over these career suggestions:

1. These career titles are just a starting point. The careers listed here are among the most commonly found in the labor market and are careers that many people will recognize, like lawyer or physician. However, many people have jobs that don't exactly fit any of the descriptions listed here. You might end up with a job that combines several of these typical roles. You might have a job that's specific to one company or industry. Or you might invent a new career altogether! In short, do not limit your imagination to the jobs listed here. These are a representative sample of jobs that fit your personality, but they do not cover every possibility or opportunity that you will come across in your career path.

2. Your individuality is key. The careers in this section are listed generally by how well they fit your interest profile. However, you should not assume that the first career on the list is the best career for you, that the second career listed is the second-best, and so on. You may find careers that spark your interest anywhere on this list. You may also see several careers that do not interest you at all. This is normal and does not mean that your results are not accurate! Everyone is unique, and even someone with an identical interest profile to yours will have different inclinations, passions, and preferences. So while this assessment can point you in the right general direction and give you some good ideas to get started, the ultimate choice of your best career will be up to you.

3. Ultimately, the choice is yours. Because no assessment can tell you exactly which career will be perfect for you, the best way to think of this list is as a starting point for your career research. You can use this list to get ideas of careers that may suit you, but you'll still need to read more about each career that interests you, do real-world research (like interviewing or shadowing people in the field), and evaluate each career according to your own personal criteria. We'll discuss this in more detail later in your report, but for now, just read over this list with an open mind. See if any career ideas stand out as particularly interesting, and which seem worthy of further inspection.

With that in mind, let's look at some careers!

Your Top Career Matches

This list includes the careers that best match your interest profile. For more information about any career, click the Read More link on the bottom right of the career listing. This will open a new window with a full description of that career.

[career_title]	[career_paragraph_first]	
[CAREER_AVERAGE_EARNINGS]		
		Read more >>
[/careers]		

Choosing the Right Career

Now that you've reviewed some possible careers, you may be wondering where to go next. Perhaps your list of suggested careers seems overwhelming and confusing. Perhaps you saw some career ideas that sounded interesting, but you're not sure how to proceed, or how to decide which is really best for you. This section is designed to give you a roadmap that you can use to navigate forward as you explore your career possibilities.

As you continue in your career search, it will be crucial that you have a system for evaluating your opportunities. You need a well-defined approach to looking at various careers and deciding whether they are worth further exploration. You've already taken the first step by assessing your interests, but now the task is to take that self-knowledge and translate it into a game plan for exploring your career options.

The first step is to clearly understand your criteria for the career path you seek. You don't need to know exactly which career is right for you, but you do need to know what you are looking for. You must understand the factors which are more important to your happiness and satisfaction in a career. Equally, you must understand the aspects of a career that you want to avoid, so that you don't end up in a job that frequently requires you to do things that are not a good fit.

This section will suggest some criteria that you may want to use as part of your career exploration process. These are based on your interest profile, but you will probably find that some of the suggested criteria seem more relevant to you than others. You may also find that you want to add to what is given here. Use these suggestions as a starting point to build your own system of evaluating possible careers.

What Makes Your Ideal Career?

In choosing a career, you want to be mindful of the factors that are most important to you. Many of these factors will be based on your interests and personality, but some will be unique to you. This section will provide you with some guidance in the factors that may be important to you in your career search.

Satisfying your core needs

An ideal career should satisfy your most fundamental motivations to work. Although everyone wants to feel a sense of purpose, we all differ in how we like to feel that we contribute. To understand what sort of career will be satisfying, you must understand the factors that create satisfaction for you.

Below, you will see a list of the factors that are most likely to be important to you in a career. Generally, if a career has all or most of these factors, you will find the day-to-day work satisfying. As you explore different careers, you can use this list as a sort of checklist for each potential career. The more closely a career seems to fit your list of core needs, the more likely you'll be happy with it in the long term.

Your Core Needs:

- Use my organizational skills to maintain rational, orderly systems
- Work within rules and expectations
- Follow clear processes to achieve measured outcomes
- Ensure correct and accurate results

Doing tasks and activities that suit you

One of the most important aspects of job satisfaction is the extent to which your daily work fits with your preferred types of activities. Although this may seem obvious, it can be easy to overlook the mundane day-to-day aspects of a job that sounds exciting in the abstract. Before you decide a job is right for you, be sure you understand what the everyday tasks of that job entail, and compare these tasks with your preferred tasks listed below.

Your Preferred Tasks:

- Managing data, files, or other forms of information
- Keeping things in order
- Developing organizational systems
- Following clear procedures
- Ensuring accuracy and correctness
- Maintaining efficient and well-ordered processes

Avoiding what you don't like

Almost as important as understanding what tasks you enjoy is understanding which tasks and activities you would prefer to avoid. If some parts of a job are very appealing to you, but other aspects are boring, irritating, or otherwise unpleasant, it's unlikely you'll be happy in that job over the long term.

For each career you're considering, take stock of the typical daily activities and make sure that you will not have to spend significant time on tasks you don't enjoy. Although nobody has a job that they love all the time, it is important to avoid career paths that require a lot of time spent on activities that you simply aren't suited to.

Tasks to Avoid:

- Working with tools or machines
- Working with plants or animals
- Repairing or maintaining things, especially mechanical systems
- Building, constructing, or crafting things
- Being athletic or physical
- Making something tangible, practical and useful
- Researching scientific principles and theories
- Gathering and analyzing data
- Developing and testing hypotheses

- Using logic and reason to form conclusions
- Reading and learning to increase knowledge and understanding
- Applying expertise to devise innovative solutions
- Working with forms, colors, patterns, or other visual elements
- Working with aesthetic or expressive media like dance, music, or drama
- Creating a visually appealing presentation or design
- Coming up with an original idea with few or no guidelines to follow
- Working on what inspires you at the moment, rather than a predetermined task
- Being imaginative, creative, and original
- Caring for others' personal needs
- Educating or training people
- Counseling people on their personal issues
- Looking after vulnerable people, including the sick, very young, or very old
- Helping others grow and develop
- Being supportive and sympathetic
- Selling products or services
- Leading or managing a team
- Pitching ideas or initiatives
- Starting a new business or other venture
- Speaking in front of groups of people
- Influencing people to your way of thinking

Asking the important questions

As you explore careers, you will be asking many questions. You are probably already wondering about common concerns, like how much money you might make, how much education or training you will need, or how easy it might be to find a job in a particular field.

But it's also important that you ask questions that are personal to you and your interests. These questions will help you dial in to the careers that will suit your personality. Here, we suggest some questions that you may want to ask about each career you are seriously considering.

You might answer these questions by doing research online, in books, magazines, or trade journals, or by interviewing people in the field. You may find that the answers to some questions are not a clear "yes" or "no," and that's fine. The goal is not to get black-and-white answers to every question, but to gain a better and more complete understanding of whether a career is a good fit for you.

Your Key Questions:

- Will this career allow me to use my organizational skills?
- Will I be able to identify and follow clear processes and procedures in this career?
- Will I be working with orderly, logical systems in this career?
- Will my success in this career depend on my accuracy, correctness, and ability to follow specific instructions?

The Next Step

You've just made an excellent start to your career search process by exploring your interests, talents, preferences, and values. Give yourself a pat on the back!

Although choosing a career isn't an easy process, it can be an incredibly rewarding one when done right. By doing an objective assessment of who you are and what you are suited to, you've already gotten off to a huge head start.

You've digested a lot of information, so take a while to sit with it. When you're ready, come back to your list of careers and pick out the ones that sound most appealing. Click on the "Read more" link next to each of these careers to learn more about them. Use this as a jumping-off point to begin your own research.

You have plenty of work ahead of you to find your ideal career, but you should now feel well prepared to get started. We wish you the best of luck in your search!