

Holland Career Interest Areas

RIASEC model

REALISTIC

INVESTIGATIVE

ARTISTIC

SOCIAL



ENTERPRISING

CONVENTIONAL

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REALISTIC



- People who have athletic or mechanical ability, prefer to work with objects, machines, tools, plants or animals, or to be outdoors.

REALISTIC : The "Do-ers"

- **ARE YOU:**
- Practical, athletic, straightforward/frank, mechanically inclined, a nature lover, thrifty, curious about the physical world, stable, concrete, reserved, self-controlled, independent, ambitious, systematic, persistent
- **CAN YOU:**
- Fix electrical things
solve electrical problems
pitch a tent
play a sport
read a blueprint
plant a garden
operate tools and machinery

REALISTIC : The "Do-ers"

- **LIKE TO:**
- Tinker with machines/vehicles
- work outdoors
- use your hands
- be physically active
- build things
- tend/train animals
- work on electronic equipment
- **HOBBIES:**
- Refinishing furniture
- Growing plants/flowers
- Playing sports, hunting, fishing, Woodworking,
- Coaching team sports,
- Building models,
- Repairing cars, equipment,
- Target shooting,
- Landscaping
- Taking exercise classes

REALISTIC : The “Do-ers”

CAREER POSSIBILITIES(Holland Code):

- Aerospace Physiologist (RSE)
- Air-Conditioning Mechanics (RIE)
- Aircraft Mechanic (RIE)
- Appliance Mechanics (RIE)
- Aqua culturist (REI)
- Architectural Drafter (RCI)
- Automobile Body Repairer (RIE)
- Automotive Engineer (RIE)
- Automobile Mechanic (RIE)
- Baker/Chef (RSE)
- Bookbinder (RES)
- Bricklayer (RSE)
- Bus driver (RES)
- Butcher (RSE)
- Carpenter (RCI)
- Cement Worker and Terrazzo Worker (REC)
- Compositor (RSI)
- Construction Worker (REC)
- Corrections Officer (RES)
- Dental Assistant (RES)
- Dental Laboratory Technician (REC)
- Dental Technician (REI)
- Diesel Mechanic (REI)
- Drafter (RCI)
- Electrical Engineer (RIE)
- Electrician (REI)
- Electroplater (R)
- Exercise Careers (RES)
- Farm Equipment Manager (RES)
- Farmer (RIS)
- Farm Manager (RES)
- Fiber Optics Technician (RSE)
- Firefighter (RES)
- Fish Hatchery Manager (RES)
- Floral Designer (RAE)
- Forester (RIS)
- Furnace Installer (RES)

REALISTIC : The "Do-ers"

CAREER POSSIBILITIES(Holland Code):

- Geodetic Surveyor (RIE)
Glazier (RES)
Groundskeeper (RCE)
Industrial Supervisor (REI)
Instrument Repair and Maintenance (RIE)
Jeweler (REC)
Laboratory Technician (RIE)
Line Installer (RSE)
Logger (RES)
Machinist (RIE)
Maintenance Repairer (RES)
Mechanical Engineer (RIS)
Metallurgical Technician (RIS)
Oceanographer (RIE)
Optician (REI)
Painter (RES)
Petroleum Engineer (RIE)
- Plumber (REI)
Practical Nurse (RSE)
Printing Press Operator (REI)
Property Manager (RES)
Quality Control Manager (RSE)
Radio/T.V. Repair (REI)
Radio chemist (IRE)
Sailor (REC)
Sheet Metal Worker (R)
Structural Steelworker (REI)
Tailor (RES)
Tool and Die Maker (RIE)
Truck Driver (RSE)
Upholsterer (RCS)
Watchmaker (REC)
Water Quality Specialist (REI)
Welder (RES)
Woodworking (RAE)

INVESTIGATIVE

- People who like to observe, learn, investigate, analyze, evaluate or solve problems.



INVESTIGATIVE : The "Thinkers"

- **ARE YOU:**
 - Inquisitive, analytical, scientific, observant, precise, scholarly, cautious, intellectually self-confident, introspective, reserved, broad-minded, independent, logical, complex, curious
- **CAN YOU:**
 - Think abstractly
solve math problems
understand scientific theories
do complex calculations
use a microscope or computer
interpret formulas

INVESTIGATIVE : The "Thinkers"

- **LIKE TO:**

- Explore a variety of ideas
use computers
work independently
perform lab experiments
read scientific or technical journals
analyze data
deal with abstractions
do research
be challenged

- **HOBBIES:**

- Book club
Astronomy
Crossword puzzles/board games
Preservation of endangered species
Computers
Visiting museums
Collecting rocks, stamps, coins, etc.
Amateur Radio
Recreational flying

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INVESTIGATIVE : The "Thinkers"

CAREER POSSIBILITIES(Holland Code):

- Actuary (ISE)
- Agronomist (IRS)
- Anesthesiologist (IRS)
- Anthropologist (IRE)
- Archeologist (IRE)
- Biochemist (IRE)
- Biologist (ISR)
- Cardiopulmonary Technician (IRE)
- Cartographer (IRE)
- Chemical Engineer (IRE)
- Chemical Technician (IRE)
- Chemist (IRE)
- Chiropractor (ISR)
- Civil Engineer (IRS)
- Computer Engineer (IRC)
- Computer Programmer (IRC)
- Computer Systems Analyst (IER)
- Dentist (ISR)
- Ecologist (IRE)
- Economist (ISA)
- Electrical Engineer (IRE)
- Geographer (IRE)
- Geologist (IRE)
- Hazardous Waste Technician (IRS)
- Horticulturist (IRS)
- Industrial Arts Teacher (IER)
- Management Consultant (ICR)
- Marketing Research Analyst (IAS)
- Mathematician (IER)
- Medical Lab Technologist (IRE)
- Medical Technologist (ISA)
- Meteorologist (IRS)
- Nurse Practitioner (ISA)
- Pharmacist (IES)
- Physician, General Practice (ISE)

INVESTIGATIVE : The "Thinkers"

CAREER POSSIBILITIES(Holland Code):

- Physician Assistant (ISA)
Psychologist (ISA)
Research Analyst (IRC)
Software Engineer (IRE)
Statistician (IRE)
Technical Writer (IRS)
Veterinarian (IRS)
Web Site Developer (IRE)



ARTISTIC

- People who have artistic, innovating or intuitional abilities and like to work in unstructured situations using their imagination and creativity.



ARTISTIC :The "Creators"

- **ARE YOU:**
- Creative, intuitive, imaginative, innovative, unconventional, emotional, independent, expressive, original, introspective, impulsive, sensitive, courageous, open, complicated, idealistic, nonconforming
- **CAN YOU:**
- Sketch, draw, paint
play a musical instrument
write stories, poetry, music
sing, act, dance
design fashions or interiors

ARTISTIC :The "Creators"

- **LIKE TO:**
 - Attend concerts, theatres, art exhibits
 - read fiction, plays, and poetry
 - work on crafts
 - take photographs
 - express yourself creatively
 - deal with ambiguous ideas
 - **HOBBIES:**
 - Photography, Performing, Writing stories, poems, etc.
 - Desktop publishing
 - Sewing
 - Taking dance lessons
 - Visiting art museums
 - Designing sets for plays
 - Travel
 - Playing a musical instrument
 - Homemade crafts
 - Painting
 - Speaking foreign languages
- @Trackboons**

ARTISTIC :The "Creators"

CAREER POSSIBILITIES(Holland Code):

- Actor/Actress (AES)
Advertising Art Director (AES)
Advertising Manager (ASE)
Architect (AIR)
Clothing/Fashion Designer (ASR)
Copywriter (ASI)
Dancer (AES)
Choreographer (AER)
Drama Teacher (ASE)
English Teacher (ASE)
Fashion Illustrator (ASR)
- Furniture Designer (AES)
Graphic Designer (AES)
Interior Designer (AES)
Journalist/Reporter (ASE)
Landscape Architect (AIR)
Medical Illustrator (AIE)
Museum Curator (AES)
Music Teacher (AES)
Photographer (AES)
Writers/Editors (ASI)

SOCIAL

- People who like to work with people to enlighten, inform, help, train, or cure them, or are skilled with words.



SOCIAL: The "Helpers"

- **ARE YOU:**
- Friendly, helpful, idealistic, insightful, outgoing, understanding, cooperative, generous, responsible, forgiving, patient, empathic, kind, persuasive
- **CAN YOU:**
- Teach/train others
express yourself clearly
lead a group discussion
mediate disputes
plan and supervise an activity
cooperate well with others

SOCIAL: The "Helpers"

- **LIKE TO:**
 - **Work in groups**
 - help people with problems**
 - participate in meetings**
 - do volunteer work**
 - work with young people**
 - play team sports**
 - serve others**
- **HOBBIES:**
 - **Volunteering with social action groups**
 - Writing letters**
 - Joining campus or community organizations**
 - Helping others with personal concerns**
 - Meeting new friends**
 - Attending sporting events**
 - Caring for children**
 - Religious activities**
 - Going to parties**
 - Playing team sports**

SOCIAL: The "Helpers"

CAREER POSSIBILITIES(Holland Code):

- Air Traffic Controller (SER)
- Athletic Trainer (SRE)
- Chaplain (SAI)
- City Manager (SEC)
- College Professor (SEI)
- Community Planner (SEA)
- Counseling Psychologist (SIA)
- Counselor/Therapist (SAE)
- Cosmetologist (SEA)
- Cruise Director (SAE)
- Dental Hygienist (SAI)
- Detective (SER)
- Dietitian (SIE)
- Elementary School Teacher (SEC)
- Executive House Keeper (SCE)
- Family and Consumer Scientist (SAE)
- Hairstylist (SER)
- High School Teacher (SAE)
- Historian (SEI)
- Home Economist (SEA)
- Home Economics Teacher (SAE)
- Homemaker (S)
- Hospital Administrator (SER)
- Ind./Organizational Psychologist (SEI)
- Insurance Claims Examiner (SIE)
- Librarian (SAI)
- Mail Carrier (SRC)
- Medical Assistant (SCR)
- Medical Record Administrator (SIE)
- Minister (SAI)
- Priest(SAI)
- Rabbi(SAI)
- Nurse/Midwife (SIR)
- Occupational Therapist (SRE)

SOCIAL: The "Helpers"

CAREER POSSIBILITIES(Holland Code):

- Paralegal (SCE)
- Park Naturalist (SEI)
- Personnel Recruiter (SEC)
- Personnel, Training, and Labor Relations Specialist(SEC)
- Physical Therapist (SIE)
- Physical Therapy Aide (SIR)
- Police Officer (SER)
- Preschool Worker (SEA)
- Professional Athlete (SRC)
- Probation and Parole Officer (SIE)
- Public Health Educator (SEA)
- Radiological Technologist (SRI)
- Real Estate Appraiser (SCE)
- Recreation Director (SER)
- Recreational Therapist (SEC)
- Registered Nurse (SIA)
- Relocation Counselor (SAE)
- Retirement Counselor (SAE)
- School Counselor (SAE)
- School Principal-Administrator(SEI)
- Secondary School Teacher(SAE)
- Social Worker (SEA)
- Sociologist(SIA)
- Special Education Teacher (SEC)
- Speech Pathologist (SAI)
- Teacher's Aid (SIC)
- Business Teacher(SAE)
- Ticket Agent (SCE)
- Vocational Agricultural Teacher(SEC)
- Vocational-Rehab. Counselor(SEC)
- X-Ray Technician (SRI)

ENTERPRISING



- People who like to work with people, influencing, persuading, performing, leading or managing for organizational goals or economic gain.

ENTERPRISING: The "Persuaders"

- **ARE YOU:**
- Self-confident, assertive, sociable, persuasive, enthusiastic, energetic, adventurous, popular, impulsive, ambitious, inquisitive, agreeable, talkative, extroverted, spontaneous, optimistic
- **CAN YOU:**
- Initiate projects
convince people to do things your way
sell things or promote ideas
give talks or speeches
organize activities
lead a group
persuade others

ENTERPRISING: The "Persuaders"

- **LIKE TO:**
 - Make decisions affecting others
 - be elected to office
 - win a leadership or sales award
 - start your own service or business
 - campaign politically
 - meet important people
 - have power or status
- **HOBBIES:**
 - Discussing Politics
 - Reading Business Journals
 - Watching the Stock Market
 - Attending Meetings and Conferences
 - Selling Products
 - Leading Campus of Community Organizations
 - Operating a Home Business

ENTERPRISING: The "Persuaders"

CAREER POSSIBILITIES(Holland Code):

- Advertising, marketing, and public relations managers (ESA)
- Advertising Sales Representative (ESR)
- Automobile Sales Worker (ESR)
- Financial Planner (ESR)
- Barber/Hairdresser (ESR)
- Bartender (ERC)
- Benefits Manager (ESA)
- Financial Manager (ESA)
- Buyer (ESA)
- Insurance Adjuster (ESR)
- Computer Operator (ESI)
- Cook/Chef (ESR)
- Credit Analyst (EAS)
- Credit Manager (ERS)
- Dental Assistant (E)
- Educational - Training Manager (EIS)
- Educational Administrator (ESA)
- Emergency Medical Technician (ESI)
- Flight Attendant (ESA)
- Food Service Manager (ESI)
- Foreign Service Officer (ESA)
- Funeral Director (ESR)
- Health Services Manager (ECR)
- Hotel Manager (ESR)
- Housekeeper (ESR)
- Industrial Engineer (EIR)
- Insurance Agent (ECS)
- Interpreter (ESA)
- Journalism (EAS)
- Lawyer/Attorney (ESA)
- Lobbyist (ESA)
- Manufacturer's Representative (ESA)
- Office Manager (ESR)

ENTERPRISING: The "Persuaders"

CAREER POSSIBILITIES(Holland Code):

- Public Relations Representative (EAS)
Real Estate Agent (ESR)
Restaurant Manager (EAS)
Retail Sales Person (ESR)
Retail Store Manager (ESR)
Sales Manager (ESA)
Sales Representative (ERS)
Social Service Director (ESA)
Stockbroker (ESI)
Tax Accountant (ECS)
Traffic Clerks (ESC)
Travel Agent (ECS)
Urban Planner (ESI)



CONVENTIONAL



- People who like to work with data, have clerical or numerical ability, carry out tasks in detail or follow through on others' instructions.

CONVENTIONAL: The "Organizers"

- **ARE YOU:**
 - Well-organized, accurate, numerically inclined, methodical, conscientious, efficient, conforming, orderly, practical, thrifty, systematic, structured, polite, ambitious, obedient, persistent
- **CAN YOU:**
 - Work well within a system
 - do a lot of paper work in a short time
 - keep accurate records
 - use a computer terminal
 - write effective business letters

CONVENTIONAL: The "Organizers"

- **LIKE TO:**
- Follow clearly defined procedures
- use data processing equipment
- work with numbers
- type or take shorthand
- be responsible for details
- collect or organize things
- **HOBBIES:**
- Collecting memorabilia
- Arranging and organizing household or workshop, etc.
- Playing computer or card games
- Collecting any related objects
- Keeping club or family records and files
- Reading home magazines
- Studying tax laws
- Practicing Clutter's Last Stand
- Writing family history

CONVENTIONAL: The "Organizers"

CAREER POSSIBILITIES(Holland Code):

- Abstractor (CSI)
- Accountant (CSE)
- Accounting Clerk and Bookkeeper (CSR)
- Administrative Assistant (ESC)
- Bank Teller (CSE)
- Budget Analyst (CER)
- Building Inspector (CSE)
- Business Teacher (CSE)
- Cashier (CSE)
- Catalog Librarian (CSE)
- Clerk (CSE)
- Computer Operator (CSR)
- Cost Accountant (CES)
- Court Reporter (CSE)
- Customs Inspector (CEI)
- Data processing worker (CRI)
- Electronic Mail Technician (CSR)
- File Clerk (CSE)
- Financial Analyst (CSI)
- Insurance Adjuster (CSE)
- Insurance Underwriter (CSE)
- Internal Auditor (ICR)
- Key Punch Operator (CSE)
- Kindergarten Teacher (CSE)
- Legal Secretary (CSA)
- Library Assistant (CSE)
- Medical Records Technician (CSE)
- Medical Secretary (CES)
- Safety Inspector (RCS)
- Service Station Attendant (CER)
- Tax Consultant (CES)
- Telephone Operator (CSE)
- Typist (CES)

Which Career Pathway is right for you?

THE RIASEC TEST

Follow these easy steps to see where your interests are.

1 Read each statement. If you agree with the statement, fill in the circle. There are no wrong answers!

1. I like to work on cars	<input type="radio"/>						
2. I like to do puzzles		<input type="radio"/>					
3. I am good at working independently			<input type="radio"/>				
4. I like to work in teams				<input type="radio"/>			
5. I am an ambitious person, I set goals for myself					<input type="radio"/>		
6. I like to organize things, (files, desks/offices)						<input type="radio"/>	
7. I like to build things	<input type="radio"/>						
8. I like to read about art and music			<input type="radio"/>				
9. I like to have clear instructions to follow						<input type="radio"/>	
10. I like to try to influence or persuade people					<input type="radio"/>		
11. I like to do experiments		<input type="radio"/>					
12. I like to teach or train people				<input type="radio"/>			
13. I like trying to help people solve their problems				<input type="radio"/>			
14. I like to take care of animals	<input type="radio"/>						
15. I wouldn't mind working 8 hours per day in an office						<input type="radio"/>	
16. I like selling things					<input type="radio"/>		
17. I enjoy creative writing			<input type="radio"/>				
18. I enjoy science		<input type="radio"/>					
19. I am quick to take on new responsibilities					<input type="radio"/>		
20. I am interested in healing people				<input type="radio"/>			
21. I enjoy trying to figure out how things work		<input type="radio"/>					
Total							
R I A S E C							

22. I like putting things together or assembling things	<input type="radio"/>						
23. I am a creative person			<input type="radio"/>				
24. I pay attention to details						<input type="radio"/>	
25. I like to do filing or typing							<input type="radio"/>
26. I like to analyze things (problems/situations)		<input type="radio"/>					
27. I like to play instruments or sing			<input type="radio"/>				
28. I enjoy learning about other cultures				<input type="radio"/>			
29. I would like to start my own business						<input type="radio"/>	
30. I like to cook	<input type="radio"/>						
31. I like acting in plays			<input type="radio"/>				
32. I am a practical person	<input type="radio"/>						
33. I like working with numbers or charts		<input type="radio"/>					
34. I like to get into discussions about issues				<input type="radio"/>			
35. I am good at keeping records of my work							<input type="radio"/>
36. I like to lead						<input type="radio"/>	
37. I like working outdoors	<input type="radio"/>						
38. I would like to work in an office							<input type="radio"/>
39. I'm good at math		<input type="radio"/>					
40. I like helping people					<input type="radio"/>		
41. I like to draw			<input type="radio"/>				
42. I like to give speeches						<input type="radio"/>	
Total							
R I A S E C							

Grand Total

R	I	A	S	E	C		

2 Add up the number of filled in circles in each column and then add the two columns together for a grand total.

3 Using your grand total scores from above, transfer the scores for each letter into the appropriate column below.

R	=	Realistic	Total: _____
I	=	Investigative	Total: _____
A	=	Artistic	Total: _____
S	=	Social	Total: _____
E	=	Enterprising	Total: _____
C	=	Conventional	Total: _____

4 Take the three letters with the highest scores and record them under "My Interest Code".

MY INTEREST CODE

5 Turn the page to see what this means!

Which Career Pathway is right for you?

RESULTS OF THE RIASEC TEST

R = Realistic

These people are often good at mechanical or athletic jobs. Good college majors for Realistic people are...

- Agriculture
- Health Assistant
- Computers
- Construction
- Mechanic/Machinist
- Engineering
- Food and Hospitality

Related Pathways

Natural Resources
Health Services
Industrial and Engineering Technology
Arts and Communication

I = Investigative

These people like to watch, learn, analyze and solve problems. Good college majors for Investigative people are...

- Marine Biology
- Engineering
- Chemistry
- Zoology
- Medicine/Surgery
- Consumer Economics
- Psychology

Related Pathways

Health Services
Business
Public and Human Services
Industrial and Engineering Technology

A = Artistic

These people like to work in unstructured situations where they can use their creativity. Good majors for Artistic people are...

- Communications
- Cosmetology
- Fine and Performing Arts
- Photography
- Radio and TV
- Interior Design
- Architecture

Related Pathways

Public and Human Services
Arts and Communication

S = Social

These people like to work with other people, rather than things. Good college majors for Social people are...

- Counseling
- Nursing
- Physical Therapy
- Travel
- Advertising
- Public Relations
- Education

Related Pathways

Health Services
Public and Human Services

E = Enterprising

These people like to work with others and enjoy persuading and performing. Good college majors for Enterprising people are:

- Fashion Merchandising
- Real Estate
- Marketing/Sales
- Law
- Political Science
- International Trade
- Banking/Finance

Related Pathways

Business
Public and Human Services
Arts and Communication

C = Conventional

These people are very detail oriented, organized and like to work with data. Good college majors for Conventional people are...

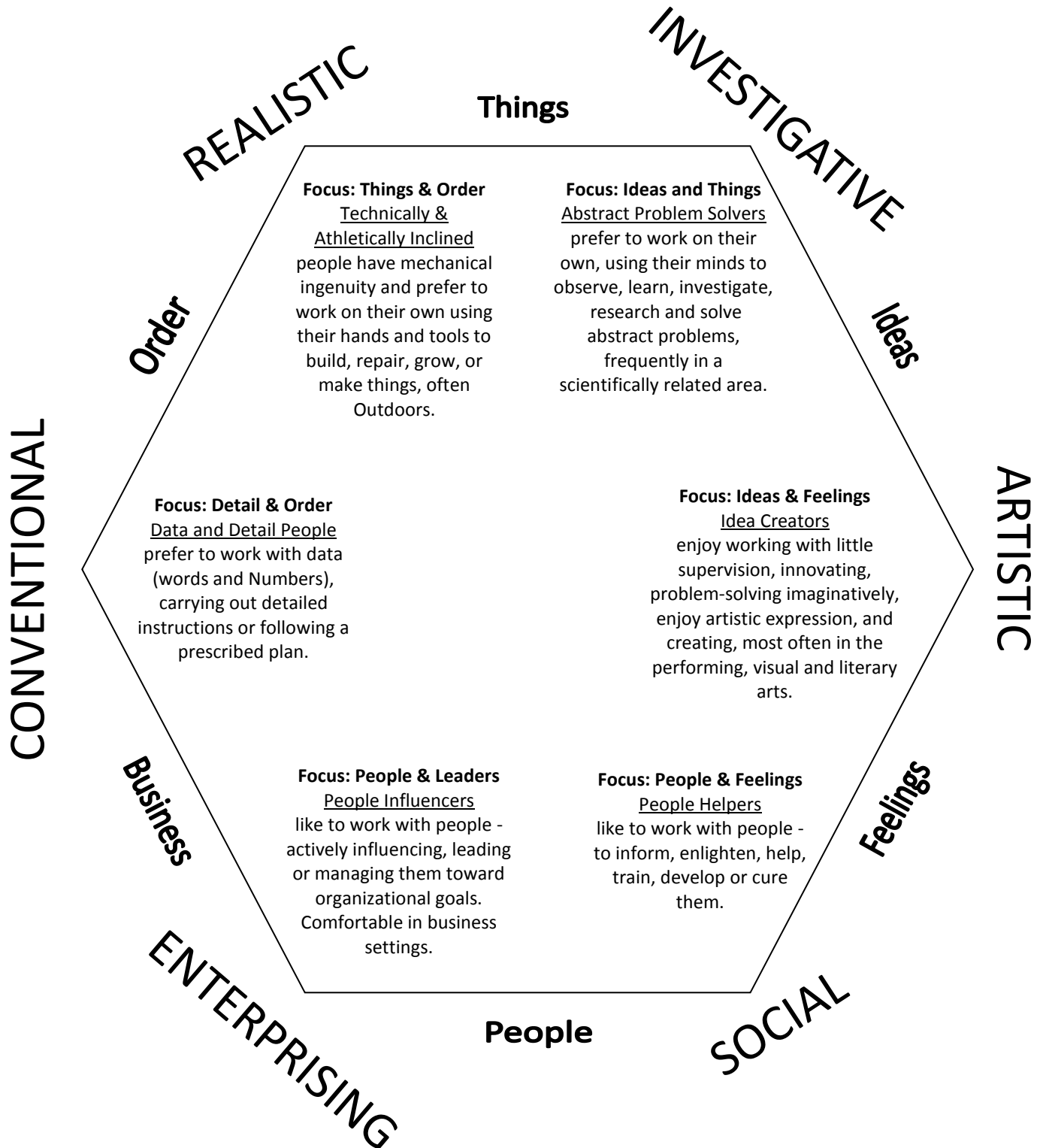
- Accounting
- Court Reporting
- Insurance
- Administration
- Medical Records
- Banking
- Data Processing

Related Pathways

Health Services
Business
Industrial and Engineering Technology

THE 6 INTEREST TYPES

Based on the theories of John L. Holland, Ph.D.



Interest Inventories and the Six Interest Types

What is an Interest Inventory?

- An interest inventory is one tool to help you in your major and career exploration process.
- Making academic and career choices involves examining your interests, skills, personality and values.

What are the six interest types?

- Interest areas can be categorized in terms of six vocational personality types, as theorized by John Holland. Generally, people are not one pure type. In fact, most people have interests that are a combination of two or more types/themes.
- Holland's theory organized the six types by placing them at the six points of a hexagon, with those most closely related to each other located adjacent to one another. Those most dissimilar are located across the hexagon from each other.

What can I do with my results?

- At the Major Decisions Fair you can find more information about Hamline University's majors organized by these six types.
- Start by exploring majors that fall under your interest areas. Many of the majors are encompassed under more than one theme. Explore broadly!

Majors that correspond with your highest scoring themes may be a good place for you to start exploring! Many majors fall into more than one theme. Explore broadly!

Realistic		
Anthropology Biochemistry Biology	Chemistry Criminology and Criminal Justice Environmental Science	Exercise Science Physics Sport and Recreation Management
Investigative		
Accounting Anthropology Biochemistry Biology Chemistry	Criminology and Criminal Justice Environmental Science Exercise Science Finance Mathematics	Philosophy Physics Psychology Public Health Sciences Sociology
Artistic		
Art (Studio Arts) Art History Communication Studies Creative Writing Digital Media Arts	English German Latin American Studies Marketing Music	Philosophy Religion Spanish Theater Arts
Social		
Anthropology Criminology and Criminal Justice Communication Studies East Asian Studies Education English Environmental Studies German	Global Studies History Latin American Studies Management Marketing Music Philosophy Political Science	Psychology Religion Social Justice Social Studies Sociology Spanish Women's Studies
Enterprising		
Accounting Art History Business Analytics Communication Studies Economics Finance General Business	Global Business Global Studies History International Business Legal Studies Management Marketing	Political Science Sociology Theater Arts Women's Studies Sport and Recreation Management Sustainable Enterprise
Conventional		
Accounting Business Analytics	Economics Finance	Legal Studies Mathematics