

A background image showing a group of people's arms and hands clasped together in a circle, symbolizing teamwork and unity. The image is slightly blurred and has a warm, golden-hour lighting. A large, white, torn-edge shape is overlaid in the center, containing the text.

By. Team 5

Under the supervision of Dr. Dina Fayed

Holland Personality Types (RIASEC)

John L. Holland's Career & Personality Model



What specific reasons affected your choice of faculty after secondary school?

Overview of Holland's Theory

- Holland's Personality Types Theory was developed by **John L. Holland in 1959**.
- The theory explains how **personality types are connected to career choices**.
- Holland believed that people are more satisfied and successful at work when their **personality matches their work environment**.
The theory identifies **six main personality types**, known as **RIASEC**.

Why Do We Need to Know About Holland Personality Types?

To understand our **strengths, interests, and preferences**



To increase **job satisfaction and success**

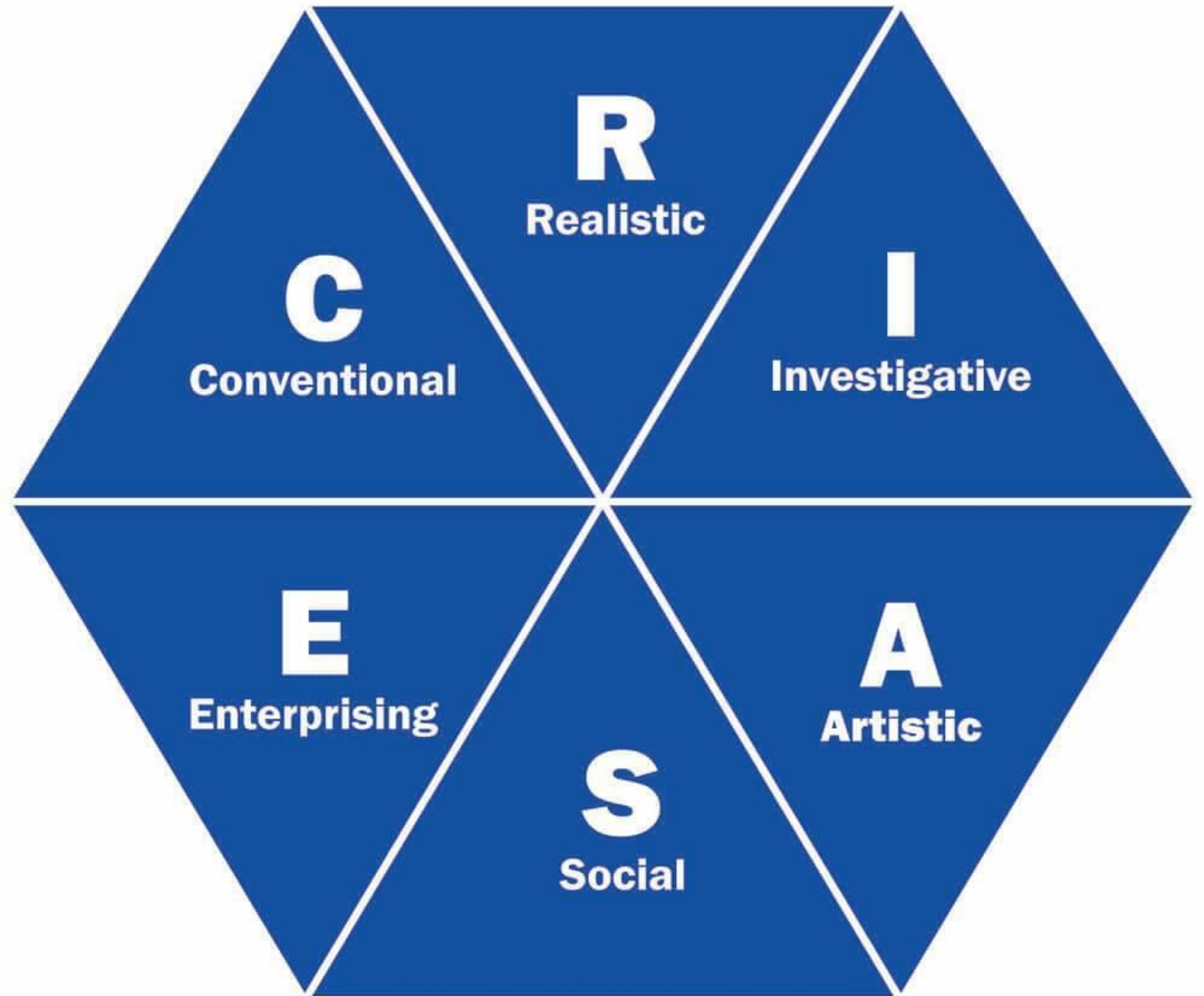


To help students select the **right major or field of study**



When personality matches the work environment, people feel **more motivated, confident, and productive**

holland's
six
personality
type





Realistic (R)



- People with the **Realistic** personality type prefer **practical, hands-on activities**.



- They enjoy working with **tools, machines, or physical objects** rather than ideas or people.



- They value **strength, coordination, and technical skills**.



- Common careers include **engineer, technician, mechanic, electrician, and construction worker**



Investigative (I)



- The **Investigative** type focuses on **thinking, analyzing, and problem-solving**.



- These individuals enjoy working with **data, theories, and research**.



- They prefer **independent work** and intellectual challenges.



- Typical careers include **scientist, researcher, data analyst, doctor, and programmer**.



Artistic (A)



- People with an **Artistic** personality value **creativity, imagination, and self-expression**.



- They prefer **unstructured environments** and dislike routine tasks.



- They often express ideas through **art, writing, music, or design**.



- Common careers include **graphic designer, writer, artist, actor, and musician**.



Social (S)



- The **Social** type enjoys **helping, teaching, and supporting others**.



- These individuals are usually **friendly, patient, and good communicators**.



- They prefer working with people rather than objects or data.



- Suitable careers include **teacher, counsellor, social worker, nurse, and trainer**.



Enterprising (E)



- The **Enterprising** personality type focuses on **leadership, persuasion, and business-related activities.**



- People with this type enjoy **making decisions, managing teams, and influencing others.**



- They are often confident, energetic, and goal-oriented.



- Common careers include **manager, entrepreneur, marketer, sales executive, and business consultant.**



Conventional (C)



- The **Conventional** personality type prefers **organization, structure, and clear rules.**



- These individuals enjoy working with **data, records, numbers, and systems.**



- They value **accuracy, efficiency, and attention to detail.**



- Typical careers include **accountant, administrator, banker, data entry specialist, and office coordinator.**

conclusion

Holland's theory shows that there are **six personality types**, and people can have **more than one type**, not just one.

Holland's theory helps **people choose the right career by matching their personality with the work environment**, leading to **more satisfaction and success.**



Which personality type truly describes you?



If you knew your Holland type earlier, would you have chosen the same career?

References

- □EBSCO Knowledge Advantage, Holland's Theory of Career Choice
- <https://www.ebsco.com/research-starters/economics/hollands-theory-career-choice>
- □Holland's Six Occupational Personality Types
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Thank you