HOLLAND’S PERSONALITY TESTS

John Holland, Ph.D. Professor Emeritus of Sociology at Johns Hopkins University in USA, is a psychologist who devoted his professional life to researching issues related to career choice and satisfaction. He developed a well-known theory, and designed several assessments and supporting materials to assist people in making effective career choices. His theory and assessment tools have helped millions of people worldwide and are supported by hundreds of research studies.

Holland found that people needing help with career decisions can be supported by understanding their resemblance to the following six ideal vocational personality types:

* Realistic (R)
* Investigative (I)
* Artistic (A)
* Social (S)
* Enterprising (E)
* Conventional (C)

Work settings can also be categorized by their resemblance to six similar model work environments. Because people search for environments that allow them to express their interests, skills, attitudes and values, and take on interesting problems and agreeable roles, work environments become populated by individuals with related personality types.

HOLLAND’S PERSONALITY TEST QUESTIONNAIRE

Name: Study course:

Age: Gender: Year of study: Faculty:

1.Rate the following question with **0: No 1: Maybe 2: Probably 3: Yes**

**Are you: Do you like to: Can you:**

\_\_ practical \_\_ use mobile phones \_\_ fix electrical or electronic things

\_\_ athletic \_\_ stay outdoors \_\_ do heavy physical works

\_\_ straightforward \_\_ be active in sports \_\_ set up tents, barns or yards

\_\_ technically inclined \_\_ have pets \_\_ play sports very well

\_\_ a nature lover \_\_ build up things \_\_ operate tools and equipment

\_\_ obssess with gadgets? \_\_ work using vehicles? \_\_ explain an architecture model?

\_\_ inquisitive \_\_ explore ideas \_\_ digest critical case study

\_\_ scientific \_\_ watch research videos **\_\_** brainstorm mixed of ideas

\_\_ observant \_\_ work independently \_\_ do complex calculations

\_\_ logical \_\_ study in depth on certain topics \_\_ predict future scenarios

\_\_ a critical thinker \_\_ read erudite magazines \_\_ solve crucial problems

\_\_ an analytical? \_\_ validate theories? \_\_ interpret formulas?

\_\_ creative \_\_ find new ways of doing things \_\_ sketch, draw or paint

\_\_ intuitive \_\_ read fiction, plays, or poems \_\_ use visualization abilities

\_\_ imaginative \_\_ use different words to explain \_\_ play musical instruments

\_\_ innovative \_\_ have beautiful photographs \_\_ write stories, poetry or music

\_\_ idealistic \_\_ use intuition in your work \_\_ suggest new ideas

\_\_ expressive? \_\_ present something creative? \_\_ design fashions or interiors?

\_\_ friendly \_\_ use social and soft skills \_\_ teach, guide or train others

\_\_ helpful \_\_ join a group discussion \_\_ be in a crowd of people

\_\_ empathetic \_\_ do volunteer works \_\_ help people with their problems

\_\_ insightful about people \_\_ meet new people \_\_ cooperate well in a group

\_\_ outgoing with others \_\_ to be helped by others \_\_ performed to the utmost in a team

\_\_ understanding? \_\_ provide support or assistance? \_\_ mediate disputes arguments?

\_\_ self-confident \_\_ make decisions affecting others \_\_ join forum or debate

\_\_ optimistic \_\_ propose your ideas and plans \_\_ divide tasks very well

\_\_ influencing \_\_ fully utilise your energy \_\_ manage a team

\_\_ persuasive \_\_ give your points in a discussion \_\_ give speeches spontaneously

\_\_ enthusiastic \_\_ acknowledge about politics \_\_ organize activities or events

\_\_ energetic? \_\_ make business? \_\_ lead a club or a society?

\_\_ well-organized \_\_ jot down briefings or meetings \_\_ work nicely under authorities

\_\_ systematic \_\_ make graphs, charts or tables \_\_ keep accurate figures

\_\_ methodical \_\_ follow Standard of Procedure \_\_ write reports and letters well

\_\_ interested in statistic \_\_ do Microsoft Office works \_\_ organize a system

\_\_ a scheduled person \_\_ be responsible for details \_\_ report or present data

\_\_ efficient in structured work? \_\_ track work progress? \_\_ follow up task submission?

2. Highlight a sentence that might pop-up in your mind when you see these pictures below



1. I would like to touch the flower
2. This flower named Rose
3. Aww… It’s beautiful
4. I thought of someone when looking at this flower
5. I’d like to know if this flower were planted in a garden
6. It has six leaves with numbers of petals



1. I just want to have a car
2. I like Mercedes because the quality is very good
3. I love the shape and design of this car
4. I can buy this for my wife// I want my husband to ride on this car
5. I know this series of Mercedes competes with BMW latest car
6. I think we can still count few numbers of this car on road
7. I really want to squeeze his cheek
8. “Sweetheart, daddy/mommy here”
9. He looks so cute with the towel on top
10. This is my son, I love him
11. “Man, I want you to become someone in the future!”
12. I did so many things to raise him up



1. The roadways were smooth all the way along the lake
2. I learnt to appreciate life

c) What a beautiful view!

d) I wish I’m not alone

e) We should benefit this landscape with tourism place

f) It has been a long journey to go this far



1. I like the structure design of the house
2. I wonder how there is a room on the 2nd floor
3. This house landscape is wonderful!
4. My family members would love to live here
5. I might get a lot of money if I’d sell this house
6. “We have to maintain this house clean and tidy”



1. This kid in front blocked my view
2. Now I know how is it like to be in a stadium
3. Everyone should wear the club jersey colour
4. Wow! Fans and audiences. Everyone is here
5. We have to win this game!
6. I want to see the statistics of these teams

Count on your scores and plot them on the dotted-line

60--------------------------------------------------------------------------------------------------------------------------------------------60

55--------------------------------------------------------------------------------------------------------------------------------------------55

50--------------------------------------------------------------------------------------------------------------------------------------------50

45--------------------------------------------------------------------------------------------------------------------------------------------45

40--------------------------------------------------------------------------------------------------------------------------------------------40

35--------------------------------------------------------------------------------------------------------------------------------------------35

30--------------------------------------------------------------------------------------------------------------------------------------------30

25--------------------------------------------------------------------------------------------------------------------------------------------25

20--------------------------------------------------------------------------------------------------------------------------------------------20

15--------------------------------------------------------------------------------------------------------------------------------------------15

10--------------------------------------------------------------------------------------------------------------------------------------------10

5-----------------------------------------------------------------------------------------------------------------------------------------------5

0-----------------------------------------------------------------------------------------------------------------------------------------------0

**R I A S E C**

**Your Holland Code is: \_\_\_ \_\_\_ \_\_\_**