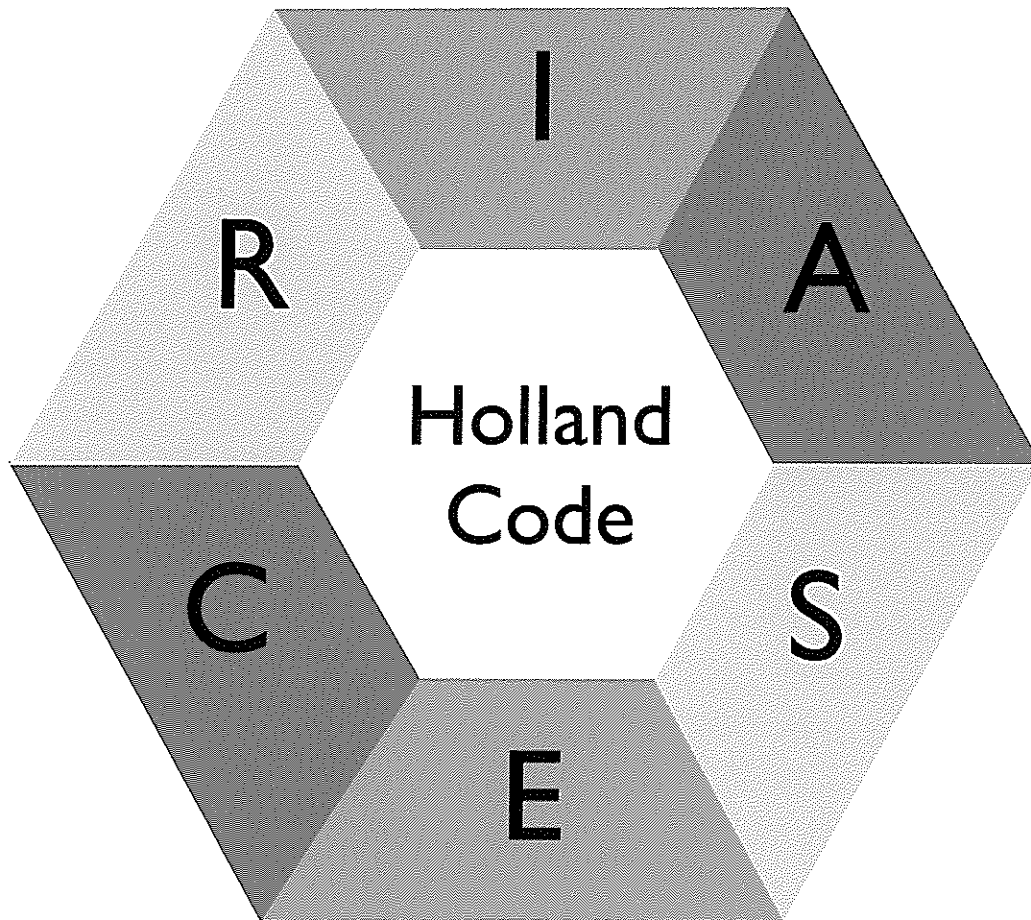


What Are Your Career Interests?



This is based on Dr. John Holland's theory that people and work environments can be loosely classified into six different groups. Each of the letters above corresponds to one of the six groups described in the following pages.

Different people's personalities may find different environments more to their liking. While you may have some interests in and similarities to several of the six groups, you may be attracted primarily to two or three of the areas. These two or three letters are your "Holland Code." For example, with a code of "RES" you would most resemble the Realistic type, somewhat less resemble the Enterprising type, and resemble the Social type even less. The types that are not in your code are the types

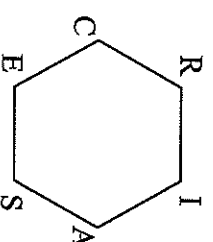
you resemble least of all.

Most people, and most jobs, are best represented by some combination of two or three of the Holland interest areas. In addition, most people are most satisfied if there is some degree of fit between their personality and their work environment.

The rest of the pages in this booklet further explain each type and provide some examples of career possibilities, areas of study at MU, and co-curricular activities for each code. To take a more in-depth look at your Holland Code, take a self-assessment such as the SDS, Discover, or a card sort at the MU Career Center with a Career Specialist.

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Holland's Occupational Themes – RIASEC



R **Realistic:** I'm practical, active, have good physical skills, and I like to work outside and create things with my hands. I prefer to deal with things rather than ideas or people and enjoy solving concrete rather than abstract problems. Sometimes I have difficulty expressing ideas in words or in communicating my feelings to others. I prefer to see the results of my work.

I **Investigative:** I prefer to solve abstract problems and understand the physical world. I enjoy complicated problems and intellectual challenges, and prefer to think through problems rather than act them out. I don't like structured situations, lots of rules, or working around many people. Others might describe me as analytical, curious, reserved, and independent.

A **Artistic:** I prefer unstructured situations where I can deal with problems through self-expression in the artistic media. I prefer to work alone, have a great need for individualistic expression and am sensitive and emotional. I would describe myself as independent, original, introspective, and expressive. I enjoy opportunities to create new things and to be around creative people.

S **Social:** I'm friendly, responsible, humanistic, cooperative, and generous. I'm concerned with the welfare of others and am rewarded by helping people solve their problems or improve themselves. I express myself well and solve problems through discussions or by rearranging relationships. I see myself as a good leader who is cheerful and achieving.

E **Enterprising:** I have great facility with words which I can put to effective use in selling and leading. I prefer ambitious social tasks and enjoy persuading others to my viewpoints. My sense of achievement comes from making things happen and being where the action is. Others may describe me as energetic, adventurous, confident, dominant, and enthusiastic.

C **Conventional:** I prefer highly ordered activities, working in a well-established chain of command, and don't like to be the leader. I like life to go according to plan and am most efficient at well-defined tasks. I would describe myself as conforming, conscientious, practical, calm, dependable, and persistent. I'm uncomfortable when I don't know the "rules".

Holland Theme Codes

Theme	Code	Interests	Work Activities	Potential Skills	Values
Realistic	R	Machines, computer networks, athletics, working outdoors	Operating equipment, using tools, building, repairing, providing security	Mechanical ingenuity and dexterity, physical coordination	Tradition, practicality, common sense
Investigative	I	Science, medicine, mathematics, research	Performing lab work, solving abstract problems, conducting research	Mathematical ability, researching, writing, analyzing	Independence, curiosity, learning
Artistic	A	Self-expression, art appreciation, communication, culture	Composing music, performing, writing, creating visual art	Creativity, musical ability, artistic expression	Beauty, originality, independence, imagination
Social	S	People, team work, helping, community service	Teaching, caring for people, counseling, training employees	People skills, verbal ability, listening, showing understanding	Cooperation, generosity, service to others
Enterprising	E	Business, politics, leadership, entrepreneurship	Selling, managing, persuading, marketing	Verbal ability, ability to motivate and direct others	Risk-taking, status, competition, influence
Conventional	C	Organization, data management, accounting, investing, information systems	Setting up procedures and systems, organizing, keeping records, developing computer applications	Ability to work with numbers, data analysis, finances, attention to detail	Accuracy, stability, efficiency

Material adapted from Strong Interest Inventory

My Holland Theme Code: _____

Realistic (*Doers*)

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

Are you?

practical
straightforward/frank
mechanically inclined
stable
concrete
reserved
self-controlled

independent
ambitious
systematic

Can you?

fix electrical things
solve electrical problems
pitch a tent
play a sport
read a blueprint
plant a garden
operate tools and machine

Like to?

tinker with machines/vehicles
work outdoors
be physically active
use your hands
build things
tend/train animals
work on electronic equipment

**Career Possibilities
(Holland Code):**

Air Traffic Controller (SER)
Archaeologist (IRE)
Athletic Trainer (SRE)
Cartographer (IRE)
Commercial Airline Pilot (RIE)
Commercial Drafter (IRE)
Corrections Officer (SER)

Dental Technician (REI)
Farm Manager (ESR)
Fish and Game Warden (RES)
Floral Designer (RAE)
Forester (RIS)
Geodetic Surveyor (IRE)
Industrial Arts Teacher (IER)

Laboratory Technician (RIE)
Landscape Architect (AIR)
Mechanical Engineer (RIS)
Optician (REI)
Petroleum Geologist (RIE)
Police Officer (SER)
Practical Nurse (SER)

Property Manager (ESR)
Recreation Manager (SER)
Service Manager (ERS)
Software Technician (RCI)
Ultrasound Technologist (RSI)
Vocational Rehabilitation
Consultant (ESR)

Investigative (*Thinkers*)

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

Are you?

inquisitive
analytical
scientific
observant/precise
scholarly
cautious

intellectually self-confident
Independent
logical
complex
Curious

Can you?

think abstractly
solve math problems
understand scientific theories
do complex calculations
use a microscope or computer
interpret formulas

Like to?

explore a variety of ideas
work independently
perform lab experiments
deal with abstractions
do research
be challenged

**Career Possibilities
(Holland Code):**

Actuary (ISE)
Agronomist (IRS)
Anesthesiologist (IRS)
Anthropologist (IRE)
Archaeologist (IRE)
Biochemist (IRS)
Biologist (ISR)

Chemical Engineer (IRE)
Chemist (IRE)
Computer Systems Analyst (IER)
Dentist (ISR)
Ecologist (IRE)
Economist (IAS)
Electrical Engineer (IRE)

Geologist (IRE)
Horticulturist (IRS)
Mathematician (IER)
Medical Technologist (ISA)
Meteorologist (IRS)
Nurse Practitioner (ISA)
Pharmacist (IES)

Physician, General Practice (ISE)
Psychologist (IES)
Research Analyst (IRC)
Statistician (IRE)
Surgeon (IRA)
Technical Writer (IRS)
Veterinarian (IRS)

Artistic (Creators)

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

Are you?

creative
imaginative
innovative
unconventional
emotional
independent
Expressive

original

introspective
impulsive
sensitive
courageous
complicated
idealistic
nonconforming

Can you?

sketch, draw, paint
play a musical instrument
write stories, poetry, music
sing, act, dance
design fashions or interiors

Like to?

attend concerts, theatre, art exhibits
read fiction, plays, and poetry
work on crafts
take photography
express yourself creatively
deal with ambiguous ideas

**Career Possibilities
(Holland Code):**

Actor (AES)

Advertising Art Director (AES)

Advertising Manager (ASE)

Architect (AIR)

Art Teacher (ASE)

Artist (ASI)

Copy Writer (ASI)

Dance Instructor (AER)

Drama Coach (ASE)

English Teacher (ASE)

Entertainer/Performer (AES)

Fashion Illustrator (ASR)

Interior Designer (AES)

Intelligence Research Specialist (AEI)

Journalist/Reporter (ASE)

Landscape Architect (AIR)

Librarian (SAI)

Medical Illustrator (AIE)

Museum Curator (AES)

Music Teacher (ASI)

Photographer (AES)

Writer (ASI)

Graphic Designer (AES)

Social (Helpers)

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

Are you?

friendly
helpful
idealistic
insightful
outgoing
understanding

cooperative

generous
responsible
forgiving
patient
kind

Can you?

teach/train others
express yourself clearly
lead a group discussion
mediate disputes
plan and supervise an activity
cooperate well with others

Like to?

work in groups
help people with problems
do volunteer work
work with young people
serve others

**Career Possibilities
(Holland Code):**

City Manager (SEC)

Clinical Dietitian (SIE)

College/University Faculty (SEI)

Community Org. Director (SEA)

Consumer Affairs Director (SER)
Counselor/Therapist (SAE)

Historian (SEI)

Hospital Administrator (SER)

Psychologist (SEI)

Insurance Claims Examiner (SIE)

Librarian (SAI)

Medical Assistant (SCR)

Minister/Priest/Rabbi (SAI)

Paralegal (SCE)

Park Naturalist (SEI)

Physical Therapist (SIE)

Police Officer (SER)

Probation and Parole Officer (SEC)

Real Estate Appraiser (SCE)

Recreation Director (SER)

Registered Nurse (SIA)

Teacher (SAE)

Social Worker (SEA)

Speech Pathologist (SAI)

Vocational-Rehab. Counselor (SEC)

Volunteer Services Director (SEC)

Enterprising (*Persuaders*)

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

Are you?

self-confident
assertive
persuasive
energetic
adventurous
popular

ambitious
agreeable
talkative
extroverted
spontaneous
optimistic

Can you?

initiate projects
convince people to do things
your way
sell things
give talks or speeches
organize activities
lead a group
persuade others

Like to?

make decisions
be elected to office
start your own business
campaign politically
meet important people
have power or status

Career Possibilities (Holland Code):

Advertising Executive (ESA)
Advertising Sales Rep (ESR)
Banker/Financial Planner (ESR)
Branch Manager (ESA)
Business Manager (ESC)
Buyer (ESA)
Chamber of Commerce Exec
(ESA)

Credit Analyst (EAS)
Customer Service Manager
(ESA)
Education & Training Manager
(EIS)
Emergency Medical Technician
(ESI)
Entrepreneur (ESA)

Foreign Service Officer (ESA)
Funeral Director (ESR)
Insurance Manager (ESC)
Interpreter (ESA)
Lawyer/Attorney (ESA)
Lobbyist (ESA)
Office Manager (ESR)
Personnel Recruiter (ESR)

Politician (ESA)
Public Relations Rep (EAS)
Retail Store Manager (ESR)
Sales Manager (ESA)
Sales Representative (ERS)
Social Service Director (ESA)
Stockbroker (ESI)
Tax Accountant (ECS)

Conventional (*Organizers*)

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

Are you?

well-organized
accurate
numerically inclined
methodical
conscientious
efficient
conforming

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

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

Career Possibilities (Holland Code):

Abstractor (CSI)
Accountant (CSE)
Administrative Assistant (ESC)
Budget Analyst (CER)
Business Manager (ESC)
Business Programmer (CRI)
Business Teacher (CSE)
Catalog Librarian (CSE)

Claims Adjuster (SEC)
Computer Operator (CSR)
Congressional-District Aide (CES)
Cost Accountant (CES)
Court Reporter (CSE)
Credit Manager (ESC)
Customs Inspector (CEI)
Editorial Assistant (CSI)

Elementary School Teacher
(SEC)
Financial Analyst (CSI)
Insurance Manager (ESC)
Insurance Underwriter (CSE)
Internal Auditor (ICR)
Kindergarten Teacher (ESC)

Medical Records Technician
(CSE)
Museum Registrar (CSE)
Paralegal (SCE)
Safety Inspector (RCS)
Tax Accountant (ECS)
Tax Consultant (CES)
Travel Agent (ECS)