

Holland Code Reference



Created at Pennsylvania CareerZone for Ellwood City ASD. To learn more, as well as take assessments and view detailed profiles of pathways, occupations, colleges, and more, please visit: <https://ellwood.pacareerzone.org>

Overview

John Holland's vocational/career choice theory proposes that people who choose to work in environments that are similar to their own personality type are more likely to experience success and satisfaction. Holland proposes six personality types matched with six work environments: **Realistic**, **Investigative**, **Artistic**, **Social**, **Enterprising**, and **Conventional** (summarized as RIASEC).

By using the Pennsylvania CareerZone for Ellwood City ASD's Quick Assessment and Interest Profiler, you will be able to determine your "Holland Code" that utilizes the first letter from the three areas that you most closely identify with. Here are descriptions of the six work environments that will be matched to your personality.

Descriptions

Realistic (R)

Realistic occupations frequently involve work activities that include practical, hands-on problems and solutions. They often deal with plants, animals and real-world materials like wood, tools and machinery. Many of the occupations require working outside and do not involve a lot of paperwork or working closely with others.

Investigative (I)

Investigative occupations frequently involve working with ideas, and require an extensive amount of thinking. These occupations can involve searching for facts and problem solving.

Artistic (A)

Artistic occupations frequently involve working with forms, designs and patterns. They often require self-expression and the work can be done without following a clear set of rules. Independence and using creativity to solve problems are strong values in the artistic work environment.

Social (S)

Social occupations frequently involve working with, communicating with and teaching people. These occupations often involve helping or providing service to others. Cooperation is a strong value in the social work environment.

Enterprising (E)

Enterprising occupations frequently involve starting up and carrying out projects. These occupations can involve leading people and making many decisions. Sometimes they require risk taking and often deal with business.

Conventional (C)

Conventional occupations frequently involve following set procedures and routines. These occupations can include working with data and details more than with ideas. Usually there is a clear line of authority to follow.