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

**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

**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)
- Horticultrist (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 intuitive abilities and like to work in unstructured situations using their imagination and creativity.

Are you?
- creative
- imaginative
- innovative
- unconventional
- emotional
- independent
- Expressive

Can you?
- original
- introspective
- impulsive
- sensitive
- courageous
- complicated
- idealistic
- nonconforming

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

Can you?
- cooperative
- generous
- responsible
- forgiving
- patient
- kind

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

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)