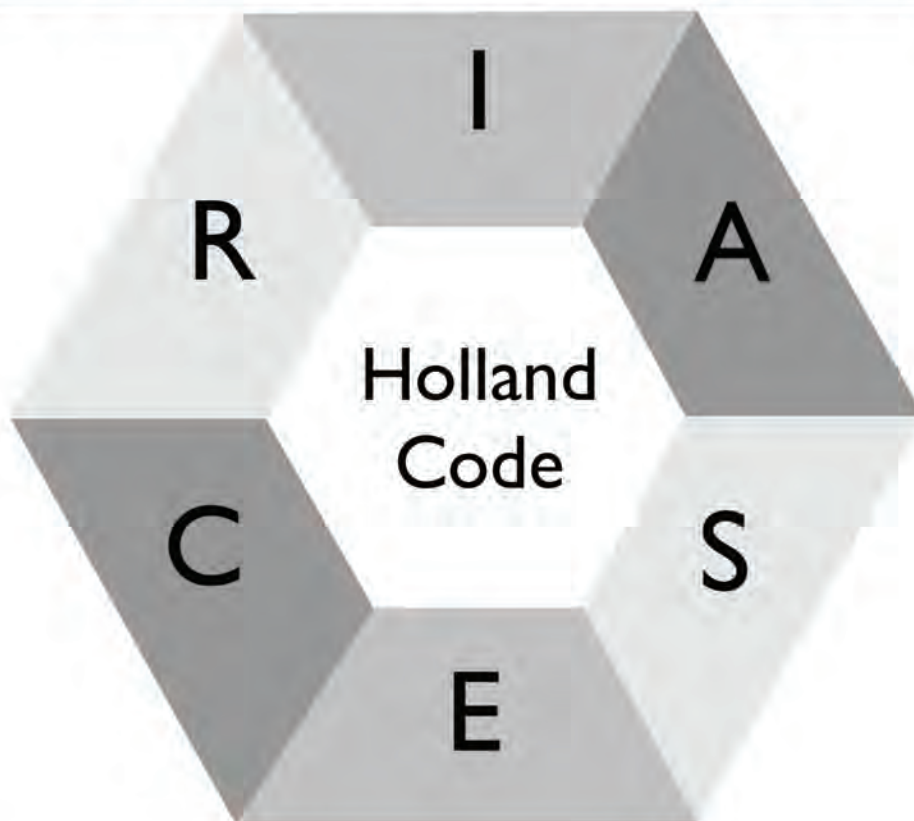


# What Are Your Career Interests?



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.

## 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)