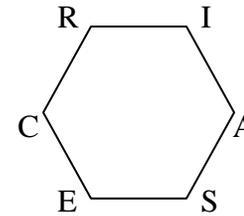


Holland's Occupational Themes – RIASEC



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: _____