Holland Code Descriptions

Realistic	Investigative
● Enjoy working with animals, plants, tools, machines, mechanical drawings ● Value practical things you can see, touch, and use ● See yourself as practical, honest, natural ● Like jobs with tangible results (something you can see when you are done) ● Like to work outdoors, enjoy physical activity ● Words that might describe you: Realistic, practical, independent, persistent, athletic, nature lover, mechanical, doer ● Would not enjoy social jobs such as teaching or working with patients	● Enjoy studying and solving math or science problems ● Search for solutions to problems ● Tend to be independent and self-motivated ● Abstract thinkers ● Less social and a strong need to understand the world ● Words that might describe you: thinker, scientific, precise, independent, observant, curious, logical, reserved ● Would not enjoy sales or jobs involving leading and persuading people
Artistic	**Social**
● Creative and expressive ● Value freedom, originality ● Like creative activities such as art, drama, crafts, dance, music, creative writing ● Words that might describe you: creator, imaginative, expressive, open, sensitive, unconventional, original, courageous ● Would not enjoy highly ordered or repetitive activities	● Like to work with people ● Value idealism, kindness, generosity ● Enjoy problem solving through discussion ● Drawn to seek close relationships with others ● Words that might describe you: helper, responsible, kind, forgiving, generous, outgoing, friendly, insightful ● Would not enjoy using machines or tools to achieve a goal
Enterprising	**Conventional**
● Like to manage and persuade others ● Value risk-taking ● Assertive and energetic ● Use verbal skills to lead others ● Words that might describe you: persuader, adventurous, energetic, spontaneous, ambitious, sociable, enthusiastic ● Would not enjoy activities that require careful observation and scientific analysis	● Organized and planful ● Value structure and routine ● Like rules, order, clear guidelines ● Attention to detail, good follow through on others' instructions ● Words that might describe you: organizer, accurate, numerically-inclined, practical, structured, efficient, well-organized, polite ● Would not enjoy unstructured, artistic activities