

The Holland Code Personality and Job-Match System

R-I-A-S-E-C Traits

Dr. John Holland's developed a 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.



R - Realistic (*Doers*)

People who have athletic ability, prefer to work with objects, machines, tools, plants or animals, or to be outdoors.

Realistic Attributes

Practical, straightforward/frank, mechanically inclined, stable, concrete, reserved, self-controlled, independent, ambitious, and systematic

I - Investigative (*Thinkers*)

People who like to observe, learn, investigate, analyze, evaluate, or solve problems.

Investigative Attributes

Inquisitive, analytical, scientific, observant/precise, scholarly, cautious, intellectually self-confident, Independent, logical \complex, and curious

A- Artistic (*Creators*)

People who have artistic, innovating, or intuitional abilities and like to work in unstructured situations using their imagination and creativity.

Artistic Attribute

Creative, imaginative, innovative, unconventional, emotional, independent, expressive, original, introspective, impulsive, sensitive, courageous, complicated, idealistic, and nonconforming

S- Social (*Helpers*)

People who like to work with people to enlighten, inform, help, train, or cure them, or are skilled with words.

Social Attributes

Friendly, helpful, idealistic, insightful, outgoing, understanding, cooperative, generous, responsible, forgiving, patient, empathic, kind, and persuasive

E- Enterprising (*Persuaders*)

People who like to work with people, influencing, persuading, leading or managing for organizational goals or economic gain.

Enterprising Attributes

Self-confident, assertive, sociable, persuasive, enthusiastic, energetic, adventurous, popular, impulsive, ambitious, inquisitive, agreeable, talkative, extroverted, spontaneous, and optimistic

C- 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.

Conventional Attributes

Well-organized, accurate, numerically inclined, methodical, conscientious, efficient, conforming, orderly, practical, thrifty, systematic, structured, polite, ambitious, obedient, and persistent

The Holland Codes

R: Realistic (Doers)

I: Investigative (Thinkers)

A: Artistic (Creators)

S: Social (Helpers)

E: Enterprising (Persuaders)

C: Conventional (Organizers)



1.

2.

3.

4.

5.

6.

RANK MYSELF

(Strongest to Weakest)

My 3-letter code is: _____

This document is adapted from "The Power and Promise of Pathways" by Hans Meeder, NC3T Media, 2016