

Brilliant professor and psychologist Dr. John Holland made a career out of studying the world of work. He was fascinated by career choices and did extensive research about careers. Dr. Holland had a theory that individuals' interests, skills, qualities and talents can be categorized into six personality type-groupings. Your top three areas form your **Personality Code**. The first step to determining your code is to complete the worksheet below.

Mark the boxes of the activities you think you would be interested in trying.

You may choose as many as you like.

The Personality Zone

- | | | | |
|---|------------------------------------------------------|---------------------------------------------------|---------------------------------------------------|
| R | <input type="checkbox"/> Fix a car | <input type="checkbox"/> Play a sport | <input type="checkbox"/> Paint a room |
| | <input type="checkbox"/> Use power tools | <input type="checkbox"/> Go fishing | <input type="checkbox"/> Plant a garden |
| | <input type="checkbox"/> Care for animals | <input type="checkbox"/> Work on an engine | <input type="checkbox"/> Cook a barbecue |
| | <input type="checkbox"/> Play with gadgets | <input type="checkbox"/> Go camping | <input type="checkbox"/> Hook up a stereo |
| I | <input type="checkbox"/> Use a microscope | <input type="checkbox"/> Solve math problems | <input type="checkbox"/> Do science experiments |
| | <input type="checkbox"/> Dissect a frog | <input type="checkbox"/> Visit a science museum | <input type="checkbox"/> Study human anatomy |
| | <input type="checkbox"/> Study planets/weather | <input type="checkbox"/> Solve puzzles | <input type="checkbox"/> Study other cultures |
| | <input type="checkbox"/> Watch the Discovery Channel | <input type="checkbox"/> Care for the environment | <input type="checkbox"/> Read science fiction |
| A | <input type="checkbox"/> Write stories | <input type="checkbox"/> Read poetry | <input type="checkbox"/> Draw, paint or sculpt |
| | <input type="checkbox"/> Visit an art gallery | <input type="checkbox"/> Appear on television | <input type="checkbox"/> Be part of a school play |
| | <input type="checkbox"/> Sing on stage | <input type="checkbox"/> Play an instrument | <input type="checkbox"/> Design clothes |
| | <input type="checkbox"/> Take photographs | <input type="checkbox"/> Illustrate a book | <input type="checkbox"/> Rearrange a room |
| S | <input type="checkbox"/> Throw a party | <input type="checkbox"/> Make a speech | <input type="checkbox"/> Give first aid |
| | <input type="checkbox"/> Work for charity | <input type="checkbox"/> Help a religious group | <input type="checkbox"/> Care for sick people |
| | <input type="checkbox"/> Join a club | <input type="checkbox"/> Meet new people | <input type="checkbox"/> Help solve problems |
| | <input type="checkbox"/> Make people laugh | <input type="checkbox"/> Give directions | <input type="checkbox"/> Discuss feelings |
| E | <input type="checkbox"/> Run for student council | <input type="checkbox"/> Manage money | <input type="checkbox"/> Start a club |
| | <input type="checkbox"/> Start a new look | <input type="checkbox"/> Persuade others | <input type="checkbox"/> Be a team captain |
| | <input type="checkbox"/> Campaign for a candidate | <input type="checkbox"/> Sell things | <input type="checkbox"/> Start a company |
| | <input type="checkbox"/> Debate an issue | <input type="checkbox"/> Visit Congress | <input type="checkbox"/> Take charge |
| C | <input type="checkbox"/> Follow a recipe | <input type="checkbox"/> Use a computer | <input type="checkbox"/> Plan a trip |
| | <input type="checkbox"/> Put things in order | <input type="checkbox"/> Fill in charts | <input type="checkbox"/> Look up information |
| | <input type="checkbox"/> Organize binder/notebook | <input type="checkbox"/> Take phone messages | <input type="checkbox"/> Categorize things |
| | <input type="checkbox"/> Make your room neat | <input type="checkbox"/> Be on time | <input type="checkbox"/> Follow rules |

Add the total number of each color that you marked in the spaces below:

1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	<u>R</u> ealistic	<u>I</u> nvestigative	<u>A</u> rtistic	<u>S</u> ocial	<u>E</u> nterprising
					<u>C</u> onventional

We may have a few traits from all six categories. However, as we grow and our personalities develop, one, two or three areas/categories will become stronger.

Determining Your Personality Code

What are your top three personality codes?

Find the letter that corresponds to the color you marked most the on the previous page.

This is your **Personality Code**:

Realistic

Would you like to work with tools, engines or in a workshop? Realistic people like to work with their hands, use tools and build/repair things. They like to work with materials rather than with ideas or people. Realistic people prefer to work outside or with a machine rather than sit at a desk in an office. They see themselves as practical, physically strong, rugged, stable and mechanically and physically skilled. Sometimes, Realistic people have difficulty expressing themselves in words or telling other people about their feelings.

Investigative

Do you like to do science experiments or solve math problems? This type of individual likes activities that involve ideas in mathematics and the physical, biological and social sciences. They enjoy working on abstract problems that require logical thinking. Investigative people often see themselves as intellectual, creative, knowledgeable, original, critical and talented in mathematics and science. Investigative people like working independently, although they are frequently found as part of a research team.

Artistic

Do you have an artistic ability or a love of music, art or writing? Artistic people like opportunities for self-expression and artistic creation in writing, music, art and theater. They often try to avoid highly structured environments and situations. They see themselves as having a strong imagination, creative side, and artistic talent (acting, writing, drawing, painting, singing, dancing or playing an instrument). Artistic people are able to see beauty in everyday objects.

Social

Are you good at helping friends solve their problems? Social people like to work cooperatively with other people, have strong concerns for the welfare of others, like to train or inform them and want to help others solve their personal problems. They like situations that involve building relationships with other people, being part of a group, getting along well with others and resolving problems by talking things out. Social people describe themselves as cooperative, friendly, humanistic, sociable, sensitive, good listeners and understanding of others.

Enterprising

Would you like to be class president or team captain? Enterprising people like activities where they can lead, control or persuade other people in order to reach a personal or an organizational goal. They often seek a higher-than-average income, enjoy the use of power, are concerned about status and want to accomplish things. Enterprising people gravitate towards business and politics. They see themselves as energetic, ambitious, enthusiastic, self-confident, adventurous, skilled in leadership and speaking and oriented toward political and economic achievement.

Conventional

Do you like to be organized and on time? Conventional people seek structured jobs and activities. In other words, they want to know precisely what is expected of them and exactly what they are supposed to do. They like everything neatly in its place. Conventional people describe themselves as self-controlled, stable, dependable, orderly, systematic, persistent, efficient, oriented toward accomplishment, and skilled in clerical and numerical tasks.

Use this information to look for careers that match your personality!
Try this again next year and see if your personality code changes.

People with similar personality types often enjoy similar work.
 Here's a sample of careers which people like you sometimes choose.
 Circle the careers which interest you AND match your personality type.

Career Discoveries!

Realistic	Animal trainer Aircraft mechanic Agricultural engineer Athletic trainer Automotive mechanic	Dental assistant Electrician Firefighter Forest ranger Landscape architect	Oceanographer Parks & recreation director Plumber Technology education Wildlife officer
Investigative	Archeologist Biologist Chemist Computer scientist	Dentist/Doctor Ecologist/Geologist Marine biologist Mathematician	Meteorologist Pharmacist Pilot Veterinarian
Artistic	Actor/Actress Architect Art teacher Dancer	English teacher Fashion designer Graphic designer Interior designer	Newspaper journalist Musician/Music teacher Photographer Sports writer
Social	Athletic trainer Cruise director Guidance counselor Human service worker	Nurse Occupational/speech therapist Paralegal/Legal assistant Physical therapist	Police officer Radio/TV broadcaster Social worker Teacher
Enterprising	Advertising specialist Business administrator Economist Fashion merchandiser	Flight attendant Funeral director Politician Hotel/Restaurant manager	Lawyer Marketing director Real estate agent Television producer
Conventional	Accountant Bank teller Bookkeeper Building inspector	Computer operator Court reporter Customs inspector Financial planner	Insurance manager Medical records technician Statistician Tax consultant

How can you find out more about careers?

- Talk to your guidance counselor
- Job shadow
- Go online with your parents
- Talk to teachers, adults and relatives
- Check out books at the library

On Your Own

www.acinet.org (watch videos on careers) Discovering what you want to study in college is exciting. Are there other careers that interest you besides those related to your personality type? List three other careers that most interest you.

1. _____
2. _____
3. _____

MAJOR: —n. a subject or field of study chosen by a student to represent his or her principal interest and upon which a large share of his or her efforts are concentrated
PERSONALITY: —n. the visible aspect of one's character as it impresses others