



**WASHBURN**  
**MILLERS**

THE HOLLAND CODE: A Tool for Career Planning

# Feeling stressed thinking about your future career?



# We are here to help!



# Today's Goals



- Understand the Holland's Theory of Career Choice
- Take the interest inventory on Naviance
- Determine how careers can be matched with interests and skills



# But first....This:

## □ ACT

- ▣ School ACT: Tuesday, March 24<sup>th</sup>
- ▣ National Test Dates (February 8, April 4, June 13, July 18)
- ▣ Test preparation
- ▣ Questions?



# What is the Holland's Theory?



- Dr. John Holland developed a career theory that claims a person's interests and preferred work environment can be loosely classified into six broad areas.
- Choosing a career, college, or major that fits your Holland personality-type is a good starting point to college and career satisfaction.
- Fun fact: Dr. Holland received his Ph.D. from the [University of Minnesota](#)



# Holland's Hexagon of Personality and Careers



Personality is complex, therefore, most people will find they have strength in 2-3 areas.

# Realistic (the Do-ers)

- Athletic or mechanical ability
- Prefer to work with objects, machines, tools, plants or animals or to be outdoors
- Good motor coordination



- Career possibilities:
  - Mechanic
  - Carpenter
  - Chef
  - Bus driver
  - Electrical engineer
  - Optician
  - Welder
  - Firefighters
  - Zoologist
  - Athlete



# Investigative (the Thinkers)

- Like to observe, learn, investigate, analyze, evaluate or solve problems
  - Scientific orientation
  - Like to work with data
  - Task oriented
- Career possibilities:
    - Anthropologist
    - Biologist
    - Chemist
    - Computer Programmer
    - Dentist
    - Meteorologist
    - Psychologist



# Artistic (the Creators)

- Artistic, innovating or intuitional abilities
- Like to work in unstructured situations using imagination and creativity.
- Career possibilities:
  - Actor/Actress
  - Architect
  - Dancer
  - Music Teacher
  - Graphic Designer
  - Photographer
  - Writer/Editor



# Social (the Helpers)



- Like to work with people
- Enjoy healing, developing, training, or enlightening others
- Skilled with words



- Career possibilities:
  - Athletic trainer
  - Chaplain
  - Dietician
  - Elementary School Teacher
  - Clergy
  - Registered Nurse
  - Business Teacher

# Enterprising (the Persuaders)

- Work with people
  - Good verbal skills
  - Strong leaders
  - Persuasive
  - Concerned with power, status, leadership
  - Ambitious, confident
- Career possibilities:
    - ▣ Advertising manager
    - ▣ Financial planner
    - ▣ Credit analyst
    - ▣ Office manager
    - ▣ Stock Broker
    - ▣ Journalist
    - ▣ Lawyer



# Conventional (the Organizers)

- Like to work with data
  - Have clerical or numerical ability
  - Carry out tasks in detail
  - Follow through on instructions
  - Orderly, dependable
- Career possibilities:
    - ▣ Accountant
    - ▣ Business teacher
    - ▣ Cashier
    - ▣ Financial Analyst
    - ▣ Clerk
    - ▣ Kindergarten teacher
    - ▣ Economist
    - ▣ Pharmacist



# Holland Personality/Career Code

**R**ealistic

**I**nvestigative

**A**rtistic

**S**ocial

**E**nterprising

**C**onventional



- Most people will find that the a Holland Interest Inventory will reveal 1 primary area of strength and 2 secondary areas of strength.
- Example: **SAI** or **ECR**



S >>

**Welcome back to the profiler. You left off on page 1.**

Please be sure to answer all of the questions on this page. When you finish a page of questions, press the "Save and Continue" button at the end of the page. You may stop the Interest Profiler at any time and come back to where you left off. Press the "Previous" button to make changes to your answers on this page. The answers on your current page will not be saved when you move to the previous page.

**1. Maintain the grounds of a park:**

- LIKE
- UNSURE
- DISLIKE

**2. Operate a machine on a production line:**

- LIKE
- UNSURE
- DISLIKE

**3. Develop a way to better predict the weather:**

- LIKE
- UNSURE
- DISLIKE

**4. Work in a biology lab:**

- LIKE
- UNSURE
- DISLIKE

**5. Write scripts for movies or television shows:**

- LIKE

ler

## my career interest profiler

Here are your results:

- **Realistic:** 15
- **Investigative:** 14
- **Artistic:** 13
- **Social:** 15
- **Enterprising:** 10
- **Conventional:** 16

Your strongest interests are in **green**. You can think about your interests as work activities you like to do. Your interests can help you find occupations you might like to explore. The more an occupation meets your interests, the more likely it is to be satisfying and rewarding to you.

Are you ready to explore the occupations that match your interests? Just click the button below.

[View Matching Occupation List](#)

### Definitions

**Realistic:** Realistic occupations frequently involve work activities that include practical, hands-on problems and solutions. They often deal with tools, machines, and real-world materials like wood, tools, and machinery. Many of the occupations require working outside, and do not involve a lot of working closely with others.

**Investigative:** Investigative occupations frequently involve working with ideas, and require an extensive amount of thinking. These occupations often involve searching for facts and figuring out problems mentally.

**Artistic:** Artistic occupations frequently involve working with forms, designs and patterns. They often require self-expression and the work is often without following a clear set of rules.

S >> The careers listed below match your choices in the Career Interest Profiler. The **bolded careers** are your best matches. The careers are b zone, from "Little or No Preparation" to "Extensive Preparation." Click the question marks to learn more about the job zones.

[Return to scores](#)

### Some Preparation ?

- [Animal Control Workers](#)
- [Dental Laboratory Technicians](#)
- [Library Assistants, Clerical](#)
- [Medical Equipment Preparers](#)
- [Nursing Assistants](#)
- [Photographic Process Workers and Processing Machine Operators](#)
- [Psychiatric Aides](#)

### Medium Preparation ?

- **[Dental Assistants](#)**
- **[Magnetic Resonance Imaging Technologists](#)**
- **[Medical Assistants](#)**
- **[Phlebotomists](#)**
- **[Radiation Therapists](#)**
- **[Respiratory Therapy Technicians](#)**
- **[Surgical Assistants](#)**
- [Computer User Support Specialists](#)
- [Dental Hygienists](#)
- [Electronic Drafters](#)

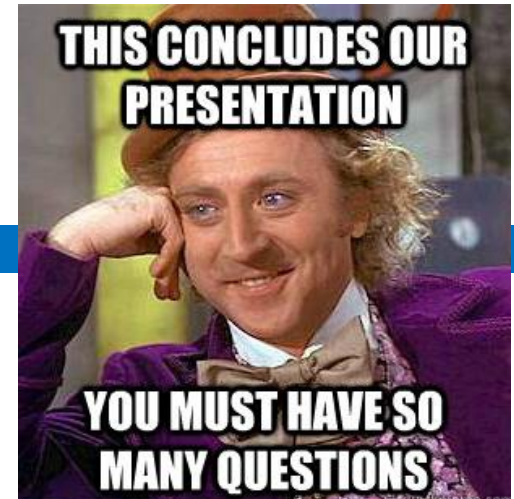


# Find *Your* Holland Code!



- Log on to Naviance
  - ▣ (Washburn homepage → Students → Naviance)
    - Username: MPS Username (jpem2001)
    - Password: Student ID (6 digits – if less than 6, add zeros in front to make it 6 digits)
- Click on “My Planner”
- Click on “Tasks”
- Click on “MLP 11.2 Career Interest Inventory”
- Click on “complete the Career Interest Profiler”
- Complete the Career Worksheet when you are done

# Extra Time?



- ❑ Reality Check
  - ▣ <http://careerwise.minnstate.edu/careers/realitytool.html>
- ❑ Occupational Outlook Handbook
  - ▣ <https://www.bls.gov/ooh/home.htm>
- ❑ ACT Test Prep
  - ▣ [https://washburn.mpls.k12.mn.us/testing\\_resources](https://washburn.mpls.k12.mn.us/testing_resources)
- ❑ Questions?
  - ▣ [https://en.wikipedia.org/wiki/Meaning\\_of\\_life](https://en.wikipedia.org/wiki/Meaning_of_life)