

# Holland Code Career Models

Dr. John L. Holland (1985) created **Holland Code Career Model**, **Holland Hexagon Model** or **Holland Codes**.

The **Models** match jobs into job codes, interest clusters, work personality environments, or personality types. The Occupational Codes are:

**Realistic** is one of the Holland Codes. **Realistic types** prefer to deal with **Things**.

- A person with a **Realistic Personality** tends to be *frank, practical, focused, mechanical, determined, or rugged*.
- Examples of **Realistic Abilities** include *manipulating tools, doing mechanical or manual tasks, or doing athletic activities*.
- Examples of **Realistic Holland Code Careers** include *Craftsman, Fitness Trainer, Optician, Policemen, Fire Fighter, and Physical Education Teacher*.
- Possible **Realistic College Majors** are *Justice Studies, Fire Science, Athletic Training, Martial Arts, Corporate Fitness, and Physical Education*.

**Investigative** is one of the Holland Codes. **Investigative types** prefer to deal with **Things** and **Ideas**.

- A person with an **Investigative Personality** tends to be *analytical, intellectual, reserved, independent, and scholarly*.
- Examples of **Investigative Abilities** include *working with abstract ideas and intellectual problems*.
- Examples of **Investigative Holland Code Careers** include *Biologist, Chemist, Historian, Researcher, Doctor, and Mathematician*.
- Possible **Investigative College Majors** are *Botany, Engineering, Forestry Science, Physics, and Foreign Languages*.

**Artistic** is one of the Holland Code Career Types. **Artistic types** prefer to deal with **Ideas** and **People**.

- A person with an **Artistic Personality** tends to be *Complicated, Original, Impulsive, Independent, Expressive, and Creative*.
- Examples of **Artistic Abilities** include *using imagination and feelings in creative expression*.
- Examples of **Artistic Holland Code Careers** include *Artist, Musician, Actor/ Actress, Designer, Writer, and Photographer*.
- Possible **Artistic College Majors** are *Art, Theater, Graphic Design, Music, Journalism, and Communication*.

**Social** is one of the Holland Occupational Codes. **Social types** prefer to deal with **People**.

- A person with a **Social Personality** tends to be *Helping, Informing, Teaching, Inspiring, Counseling, and Serving*.
- Examples of **Social Abilities** include *interacting with people and concerned with the welfare of people*.
- Examples of **Social Holland Code Careers** include *Teacher, Clergy, Coach, Therapist, Nurse, Counselor, and Sociologist*.
- Possible **Social College Majors** are *Nursing, Christian Education, Counseling, Biblical Studies, Social Science, and Education*.

**Enterprising** is one of the Holland Occupational Codes. **Enterprising types** prefer to deal with **Data and People**.

- A person with an **Enterprising Personality** tends to be *Characteristics: Persuasive, Energetic, Sociable, Adventurous, Ambitious, and Risk-taking*.
- Examples of **Enterprising Abilities** include *leading, managing, and organizing*.
- Examples of **Enterprising Holland Code Careers** include *Manager, Producer, Lawyer, Business/ Marketing, Executive, Entrepreneur, and Principal*.
- Possible **Enterprising College Majors** are *Pre-Law, Business Management and Administration, International Business, and Political Science*.

**Conventional** is one of the Holland Occupational Codes. **Conventional types** prefer to deal with **Data and Things**.

- A person with a **Conventional Personality** tends to be *Careful, Conforming, Conservative, Conscientious, Self-controlled, and Structured*.
- Examples of **Conventional Abilities** include *ordering activities paying attention to details*.
- Examples of **Conventional Holland Code Careers** include *Accountant, Banker, Editor, Office Manager, Librarian, and Reporter*.
- Possible **Conventional College Majors** are *Business, Accounting, and Management*.

[http://www.hollandcodes.com/holland\\_code\\_career.html](http://www.hollandcodes.com/holland_code_career.html)