

Personality Plus

Another way to understand yourself is to look at your personality type. Dr. John Holland theorizes that both people and occupations can be loosely classified into six personality types: Realistic, Investigative, Artistic, Social, Enterprising, and Conventional. Most people are a combination of two or three groups.

Read the descriptions in each column and check or fill in the box of each word or statement that applies to you. Count the number of checkmarks in each column and write the total in the box at the bottom of each column.

| | | | | | |
|--|--|---|--|---|---|
| <p>I AM...</p> <input type="checkbox"/> practical <input type="checkbox"/> athletic <input type="checkbox"/> frank <input type="checkbox"/> mechanical <input type="checkbox"/> a nature lover <input type="checkbox"/> thrifty <input type="checkbox"/> curious <input type="checkbox"/> stable <input type="checkbox"/> concrete <input type="checkbox"/> reserved <input type="checkbox"/> self-controlled <input type="checkbox"/> ambitious <input type="checkbox"/> systematic <input type="checkbox"/> persistent | <p>I AM...</p> <input type="checkbox"/> inquisitive <input type="checkbox"/> analytical <input type="checkbox"/> scientific <input type="checkbox"/> observant <input type="checkbox"/> precise <input type="checkbox"/> scholarly <input type="checkbox"/> cautious <input type="checkbox"/> curious <input type="checkbox"/> self-confident <input type="checkbox"/> introspective <input type="checkbox"/> reserved <input type="checkbox"/> broad-minded <input type="checkbox"/> independent <input type="checkbox"/> logical | <p>I AM...</p> <input type="checkbox"/> creative <input type="checkbox"/> intuitive <input type="checkbox"/> imaginative <input type="checkbox"/> innovative <input type="checkbox"/> unconventional <input type="checkbox"/> emotional <input type="checkbox"/> independent <input type="checkbox"/> expressive <input type="checkbox"/> original <input type="checkbox"/> sensitive <input type="checkbox"/> complicated <input type="checkbox"/> idealistic <input type="checkbox"/> nonconforming | <p>I AM...</p> <input type="checkbox"/> friendly <input type="checkbox"/> helpful <input type="checkbox"/> idealistic <input type="checkbox"/> insightful <input type="checkbox"/> outgoing <input type="checkbox"/> understanding <input type="checkbox"/> cooperative <input type="checkbox"/> generous <input type="checkbox"/> responsible <input type="checkbox"/> forgiving <input type="checkbox"/> patient <input type="checkbox"/> empathetic <input type="checkbox"/> kind <input type="checkbox"/> persuasive | <p>I AM...</p> <input type="checkbox"/> self-confident <input type="checkbox"/> assertive <input type="checkbox"/> sociable <input type="checkbox"/> persuasive <input type="checkbox"/> enthusiastic <input type="checkbox"/> energetic <input type="checkbox"/> adventurous <input type="checkbox"/> impulsive <input type="checkbox"/> ambitious <input type="checkbox"/> inquisitive <input type="checkbox"/> agreeable <input type="checkbox"/> talkative <input type="checkbox"/> extroverted <input type="checkbox"/> spontaneous <input type="checkbox"/> optimistic | <p>I AM...</p> <input type="checkbox"/> well-organized <input type="checkbox"/> accurate <input type="checkbox"/> methodical <input type="checkbox"/> polite <input type="checkbox"/> conscientious <input type="checkbox"/> efficient <input type="checkbox"/> conforming <input type="checkbox"/> orderly <input type="checkbox"/> practical <input type="checkbox"/> thrifty <input type="checkbox"/> systematic <input type="checkbox"/> structured <input type="checkbox"/> ambitious <input type="checkbox"/> obedient <input type="checkbox"/> persistent |
| <p>I CAN...</p> <input type="checkbox"/> fix electrical things <input type="checkbox"/> solve electrical problems <input type="checkbox"/> pitch a tent <input type="checkbox"/> play a sport <input type="checkbox"/> read a blueprint <input type="checkbox"/> plant a garden <input type="checkbox"/> operate tools & machinery | <p>I CAN...</p> <input type="checkbox"/> think abstractly <input type="checkbox"/> solve math problems <input type="checkbox"/> understand scientific theories <input type="checkbox"/> do complex calculations <input type="checkbox"/> use a microscope or computer <input type="checkbox"/> interpret formulas | <p>I CAN...</p> <input type="checkbox"/> sketch, draw, paint <input type="checkbox"/> play a musical instrument <input type="checkbox"/> write stories, poetry, music <input type="checkbox"/> sing, act, dance <input type="checkbox"/> design fashions or interiors | <p>I CAN...</p> <input type="checkbox"/> teach/train others <input type="checkbox"/> express myself clearly <input type="checkbox"/> lead a group discussion <input type="checkbox"/> mediate disputes <input type="checkbox"/> plan and supervise an activity <input type="checkbox"/> cooperate well with others | <p>I CAN...</p> <input type="checkbox"/> initiate projects <input type="checkbox"/> convince people to do things my way <input type="checkbox"/> sell things or promote ideas <input type="checkbox"/> give talks or speeches <input type="checkbox"/> lead a group <input type="checkbox"/> persuade others | <p>I CAN...</p> <input type="checkbox"/> work well within a system <input type="checkbox"/> do a lot of paper work in a short time <input type="checkbox"/> keep accurate records <input type="checkbox"/> use a computer <input type="checkbox"/> write effective business letters |
| <p>I LIKE TO...</p> <input type="checkbox"/> tinker with machines or vehicles <input type="checkbox"/> work outside w/ plants & animals <input type="checkbox"/> be physically active <input type="checkbox"/> use my hands to build things <input type="checkbox"/> tend/train animals <input type="checkbox"/> work on electronic equipment <input type="checkbox"/> work in farming, forestry or fishing <input type="checkbox"/> do carpentry work | <p>I LIKE TO...</p> <input type="checkbox"/> work with scientific equipment <input type="checkbox"/> use computers <input type="checkbox"/> work independently <input type="checkbox"/> perform lab experiments <input type="checkbox"/> read scientific/technical journals <input type="checkbox"/> analyze situations & find a solution <input type="checkbox"/> use a chemistry set <input type="checkbox"/> do puzzles <input type="checkbox"/> be in a science fair <input type="checkbox"/> solve math/science questions | <p>I LIKE TO...</p> <input type="checkbox"/> attend concerts, theater, art exhibits <input type="checkbox"/> read fiction, plays, and poetry <input type="checkbox"/> paint, sculpt, or do ceramics <input type="checkbox"/> take photographs <input type="checkbox"/> express myself creatively <input type="checkbox"/> deal with ambiguous ideas <input type="checkbox"/> read art/music magazines <input type="checkbox"/> act in a play <input type="checkbox"/> design new fashions <input type="checkbox"/> study a foreign language | <p>I LIKE TO...</p> <input type="checkbox"/> work and socialize with others <input type="checkbox"/> help people solve problems <input type="checkbox"/> do volunteer work <input type="checkbox"/> work with young people <input type="checkbox"/> play team sports <input type="checkbox"/> belong to a club <input type="checkbox"/> work with the elderly <input type="checkbox"/> cater to needs/wishes of others <input type="checkbox"/> help others with mental, spiritual, physical or career needs | <p>I LIKE TO...</p> <input type="checkbox"/> make decisions affecting others <input type="checkbox"/> be elected to office <input type="checkbox"/> work on a sales campaign <input type="checkbox"/> start my own service or business <input type="checkbox"/> campaign politically <input type="checkbox"/> have power or status <input type="checkbox"/> use language skills to influence others <input type="checkbox"/> be with leaders | <p>I LIKE TO...</p> <input type="checkbox"/> work with numbers <input type="checkbox"/> type reports or work on computers <input type="checkbox"/> be responsible for details <input type="checkbox"/> collect or organize things <input type="checkbox"/> follow clearly defined procedures <input type="checkbox"/> keep things neat and organized <input type="checkbox"/> work with forms and reports <input type="checkbox"/> work from nine-to-five <input type="checkbox"/> follow a budget <input type="checkbox"/> follow other people's instructions |
| <p>Total</p> <p>R =</p> | <p>Total</p> <p>I =</p> | <p>Total</p> <p>A =</p> | <p>Total</p> <p>S =</p> | <p>Total</p> <p>E =</p> | <p>Total</p> <p>C =</p> |

- Put the letter with the highest total score in the first space for your Holland Code, then the next highest in the second space and the third highest in the last space.

My Holland Code Is: _____

- Look over the items you checked in your Holland Code lists on the previous page. What does this say about what you might prefer in your work life based on your personality?

- Review the sample occupations that may fit your personality type in the columns below.
 - Look in the Occupational Section of the *Career Outlook*, pages 14-49. **Find three more occupations that interest you** by looking in the Holland Code column and write them below.

| | | |
|----------------------|---|----------------------------------|
| Realistic | Typical “R” jobs include: Electrician Civil Engineer Auto Technician Aircraft Mechanic Surveyor Plumber Carpenter Surgical Technologist | 1. _____ 2. _____ 3. _____ |
| Investigative | Typical “I” jobs include: Veterinarian Petroleum Engineer Microbiologist Dietitian Software Developer Computer Systems Analyst Forensic Science Technician | 1. _____ 2. _____ 3. _____ |
| Artistic | Typical “A” jobs include: Fashion Designer Desktop Publisher Architect Radio & TV Announcer Photographer Multimedia Artist Musician Cosmetologist | 1. _____ 2. _____ 3. _____ |
| Social | Typical “S” jobs include: School Counselor Dental Hygienist Physician Assistant Teacher Clergy Tour Guide Athletic Trainer Childcare Worker | 1. _____ 2. _____ 3. _____ |
| Enterprising | Typical “E” jobs include: Financial Examiner Police Detectives Lawyer Farmer & Rancher Travel Agent Marketing Manager School Administrator | 1. _____ 2. _____ 3. _____ |
| Conventional | Typical “C” jobs include: Proofreaders Law Clerk Bank Teller Accountant Dispatcher Cashier Loan Officer Cost Estimator Tax Preparer | 1. _____ 2. _____ 3. _____ |

- Look over your Holland Code occupation lists. Which of the occupations listed do you think would make you feel most satisfied at work? Explain why.

- Explore this occupation further in RUPrepare.ND.gov and save it in your portfolio.