

## Holland Interest Codes

### **Realistic**

Likes to work with animals, tools, or machines; generally avoids social activities like teaching, healing, and informing others;

Has good skills in working with tools, mechanical or electrical drawings, machines, or plants and animals;

Values practical things you can see, touch, and use like plants and animals, tools, equipment, or machines; and

Sees self as practical, mechanical, and realistic.

### **Investigative**

Likes to study and solve math or science problems; generally avoids leading, selling, or persuading people;

Is good at understanding and solving science and math problems;

Values science; and

Sees self as precise, scientific, and intellectual.

### **Artistic**

Likes to do creative activities like art, drama, crafts, dance, music, or creative writing; generally avoids highly ordered or repetitive activities;

Has good artistic abilities -- in creative writing, drama, crafts, music, or art;

Values the creative arts -- like drama, music, art, or the works of creative writers; and

Sees self as expressive, original, and independent.

### **Social**

Likes to do things to help people -- like, teaching, nursing, or giving first aid, providing information; generally avoids using machines, tools, or animals to achieve a goal;

Is good at teaching, counseling, nursing, or giving information;

Values helping people and solving social problems; and

Sees self as helpful, friendly, and trustworthy.

### **Enterprising**

Likes to lead and persuade people, and to sell things and ideas; generally avoids activities that require careful observation and scientific, analytical thinking;

Is good at leading people and selling things or ideas;

Values success in politics, leadership, or business; and

Sees self as energetic, ambitious, and sociable.

### **Conventional**

Likes to work with numbers, records, or machines in a set, orderly way; generally avoids ambiguous, unstructured activities

Is good at working with written records and numbers in a systematic, orderly way;

Values success in business; and

Sees self as orderly, and good at following a set plan.

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