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## *Holland's Types & Work Environments*

**REALISTIC** People with high scores on the REALISTIC theme are often described as conforming, traditional, genuine, persistent, practical, natural, and intolerant of ambiguity. Typical REALISTIC work activities involve jobs that produce tangible results, operating or designing equipment or machines, and using tools that require manual dexterity. REALISTIC interests skills may involve mathematical, physical, and mechanical activities. They prefer lifestyles and work situations in the outdoors, involving physical activity; situations allowing casual attire; in manufacturing firms; the police, military, recreation, or athletics. REALISTIC work mainly involves skilled trades or technical jobs, often working with tools or machines, and sometimes working outdoors or on construction sites. The tools might be large machines such as bulldozers, cranes, tractors or trucks, or may be precision machinery such as X-ray machines, surveying equipment, or electrical equipment. The jobs might involve working on cars, boats, airplanes, or pumps, and may involve building, maintaining or repairing houses, machinery, roads, and bridges.

**INVESTIGATIVE** People with high scores on the INVESTIGATIVE theme are often described as analytical, precise, introspective, cautious, independent, rational, reserved, complex, curious, intellectual, unassuming. Typical INVESTIGATIVE work activities are solving problems through thinking; doing scientific or laboratory work; collecting, organizing and analyzing data; working with graphs, charts, numbers and formulas. INVESTIGATIVE interests skills involve writing, research, mathematical, and critical thinking. They prefer lifestyles that allow freedom and independence. INVESTIGATIVE work involves scientific and laboratory jobs where people investigate how the world works. It may involve computer-related activities, research and design laboratories and firms, and institutions of higher education. Tasks may involve trying to solve some puzzle, whether the puzzle is a large, mysterious problem such as how the universe came into being, or a more normal, daily problem such as figuring out the composition of a sample of a patient's blood. Investigative or scientific jobs usually involve working in laboratories, clinics, or other research settings. The work may involve charts and graphs, numbers or formulas, and data about a wide variety of physical phenomena such as the load-bearing characteristics of materials, the composition of the voting records of a state, or the protein composition of different foods. These tasks often require long periods of intellectual effort, involving long hours devoted to scientific or mathematical problems.

**ARTISTIC** People with high scores on the ARTISTIC theme are often described as creative, independent, nonconforming, emotional, introspective, spontaneous, intuitive. ARTISTIC skills involve creativity and imagination, verbal and linguistic expression, musical and acting ability. They prefer lifestyles and work situations that are free and unstructured. ARTISTIC work involves creative jobs where people express ideas via words, music or art. Examples include painting or sketching pictures, composing or playing music, writing or performing plays or screenplays, playing in an orchestra or band, decorating rooms, designing homes or clothing fashions, or doing portrait or journalistic photography. Typical work settings include theaters and galleries; advertising agencies, photographic or radio/television studios, museums, public relations and interior design firms; and any place where artistic skills are taught – music, art, theatre, journalism and architecture departments.

**SOCIAL** People with high scores on the SOCIAL theme are often described as ethical, understanding, noncompetitive, responsible, kind, generous, patient, idealistic, and cooperative. Typical SOCIAL work activities are teaching, training, healing, coaching, leading discussions and group projects. SOCIAL skills involve interpersonal relations, listening, empathy and verbalizing. They prefer lifestyles and work situations such as religious organizations, family life, helping professions, teaching, health careers, working in groups, and volunteering. SOCIAL careers involve people working with people, problem solving and resolving conflicts among people; healing, teaching, helping, leading, explaining, organizing, or enlightening people. Examples of SOCIAL jobs are high school teacher, speech therapist, clinical/counseling psychologist, nurse, guidance and vocational counselor, social worker, or physical therapist.

**ENTERPRISING** People with high scores on the ENTERPRISING theme are often described as adventurous, energetic, self-confident, ambitious, extroverted, and status seeking. Typical ENTERPRISING work activities are selling, purchasing, managing people and projects, and chairing committees. ENTERPRISING skills involve persuading, selling, and public speaking. They prefer lifestyles that involve the acquisition of power and material wealth and work situations involving marketing, finance, investing, sales, and politics. Examples of daily activities are selling things or ideas, running meetings where groups are trying to set standards or arrive at goals, handling situations where new policies or procedures are being debated. Enterprising activities involve organizing committees, running task forces, planning new organizational structures, motivating others. Examples of enterprising jobs include business executives, salespeople, political campaign managers, public relations directors, stockbrokers, buyers, retailers, fashion merchandisers, city managers, and industrial consultants.

**CONVENTIONAL** People with high scores on the CONVENTIONAL theme are often described as conscientious, careful, practical, predictable, persistent, orderly, conforming. Typical CONVENTIONAL work activities are keeping records and financial books; making charts, graphs, and slides; organizing and maintaining office procedures. CONVENTIONAL skills involve efficiency, organization, competence with computers and office machines, and mathematical procedures. They prefer lifestyles that are well organized and predictable and work situations in structured organizations with well-defined responsibilities, policies and procedures. CONVENTIONAL work often involves office jobs where people work with organizations, data, files and schedules. Conventional occupations include bookkeeper, statistician, bank teller, inventory controller, payroll clerk, secretary, financial analyst, office manager, computer operator, bank cashier, actuary and accountant. Conventional jobs usually require a fair amount of writing, but it is usually the writing of business letters and regular reports rather than creative writing.