

# DISCOVER YOUR HOLLAND THEMES

## Instructions:

1. Check all boxes that describe you.
2. Add the number of checked boxes in each column and write totals on the lines below.
3. Circle the letters at the top of the columns with the three highest totals.

| R  | I   | A  | S  | E  | C   |
|--|---|--|--|--|---|
| <b>INTERESTS</b>   |   |  |  |  |   |
| <input type="checkbox"/> hands on tasks<br><input type="checkbox"/> tangible results<br><input type="checkbox"/> tools & machines<br><input type="checkbox"/> outdoors<br><input type="checkbox"/> sports<br><input type="checkbox"/> engineering<br><input type="checkbox"/> plants & animals<br><input type="checkbox"/> physical challenges | <input type="checkbox"/> observing<br><input type="checkbox"/> researching<br><input type="checkbox"/> strategy games<br><input type="checkbox"/> solving problems<br><input type="checkbox"/> reading sci-fi and mysteries<br><input type="checkbox"/> analyzing<br><input type="checkbox"/> intellectual challenges<br><input type="checkbox"/> science | <input type="checkbox"/> attending music/dance/drama/performances<br><input type="checkbox"/> writing/composing<br><input type="checkbox"/> other cultures<br><input type="checkbox"/> decorating<br><input type="checkbox"/> unstructured activities<br><input type="checkbox"/> cooking<br><input type="checkbox"/> literature<br><input type="checkbox"/> creative challenges | <input type="checkbox"/> volunteering<br><input type="checkbox"/> joining clubs<br><input type="checkbox"/> conversation<br><input type="checkbox"/> people challenges<br><input type="checkbox"/> being on a team<br><input type="checkbox"/> reality tv<br><input type="checkbox"/> education<br><input type="checkbox"/> healthcare | <input type="checkbox"/> watching sports<br><input type="checkbox"/> debating<br><input type="checkbox"/> starting something new<br><input type="checkbox"/> politics<br><input type="checkbox"/> managing people or projects<br><input type="checkbox"/> making money<br><input type="checkbox"/> leadership challenges<br><input type="checkbox"/> real estate | <input type="checkbox"/> collecting info/things<br><input type="checkbox"/> concrete tasks<br><input type="checkbox"/> keeping records<br><input type="checkbox"/> keeping a detailed planner<br><input type="checkbox"/> cleaning<br><input type="checkbox"/> behind-the-scenes-work<br><input type="checkbox"/> lists<br><input type="checkbox"/> organizing challenges |
| <b>PERSONALITY</b>   |   |  |  |  |   |
| <input type="checkbox"/> practical<br><input type="checkbox"/> action-oriented<br><input type="checkbox"/> logical<br><input type="checkbox"/> persistent<br><input type="checkbox"/> calculated<br><input type="checkbox"/> reserved  | <input type="checkbox"/> curious<br><input type="checkbox"/> rational<br><input type="checkbox"/> scholarly<br><input type="checkbox"/> reflective<br><input type="checkbox"/> independent<br><input type="checkbox"/> thorough   | <input type="checkbox"/> creative<br><input type="checkbox"/> idealistic<br><input type="checkbox"/> imaginative<br><input type="checkbox"/> expressive<br><input type="checkbox"/> unconventional<br><input type="checkbox"/> impulsive   | <input type="checkbox"/> compassionate<br><input type="checkbox"/> outgoing<br><input type="checkbox"/> cooperative<br><input type="checkbox"/> considerate<br><input type="checkbox"/> perceptive<br><input type="checkbox"/> intuitive   | <input type="checkbox"/> persuasive<br><input type="checkbox"/> assertive<br><input type="checkbox"/> competitive<br><input type="checkbox"/> optimistic<br><input type="checkbox"/> confident<br><input type="checkbox"/> risk-taker  | <input type="checkbox"/> organized<br><input type="checkbox"/> detail-oriented<br><input type="checkbox"/> systematic<br><input type="checkbox"/> punctual<br><input type="checkbox"/> efficient<br><input type="checkbox"/> precise  |
| <b>SKILLS</b>  |   |  |  |  |   |
| <input type="checkbox"/> physical coordination<br><input type="checkbox"/> mechanical/electrical skills<br><input type="checkbox"/> fixing things<br><input type="checkbox"/> building things  | <input type="checkbox"/> evaluating information<br><input type="checkbox"/> hypothesizing<br><input type="checkbox"/> drawing conclusions<br><input type="checkbox"/> using research instruments  | <input type="checkbox"/> writing/singing/acting/creating<br><input type="checkbox"/> improvisation<br><input type="checkbox"/> working under pressure<br><input type="checkbox"/> generating new ideas   | <input type="checkbox"/> teaching/training<br><input type="checkbox"/> listening<br><input type="checkbox"/> mentoring/encouraging<br><input type="checkbox"/> developing relationships  | <input type="checkbox"/> public speaking<br><input type="checkbox"/> negotiating<br><input type="checkbox"/> making decisions<br><input type="checkbox"/> persuading   | <input type="checkbox"/> following directions<br><input type="checkbox"/> note-taking<br><input type="checkbox"/> managing information<br><input type="checkbox"/> creating processes   |
| TOTAL  | TOTAL   | TOTAL  | TOTAL  | TOTAL  | TOTAL   |

# AFFIRM YOUR HOLLAND THEMES

Read about the themes you identified on the previous page. Do you agree with the results? Mark how much each category sounds like you.

## Social (S)

### Are you Social (a Helper)?

Motivated by empowering and/or assisting others. Have strong interpersonal and communication skills; tend to be empathetic, patient, and understanding. Like to be around people, prefer to work collaboratively to solve problems. Enjoy building relationships, helping others and contributing to the good of society. Leisure activities might include community service or volunteering.



## Investigative (I)

### Are you Investigative (a Thinker)?

Motivated by curiosity and knowledge. Skilled in researching, observing, critical thinking; enjoy conducting scientific research and solving abstract problems. Often like to work independently. May have strong math, science, and analytical abilities. Prefer to study and understand situations and expand their knowledge. Like to investigate, analyze, develop ideas, evaluate, or solve problems.



## Artistic (A)

### Are you Artistic (a Creator)?

Motivated by self-expression. Tend to be creative, unstructured, and imaginative; may possess musical, artistic, and literary skills. Typically enjoy innovative, flexible, and open experiences over organized routines, and structured activities. Prefer to let their emotions guide them. Improvisation, design, visual or performing arts, and writing skills might be evident in work or leisure settings.



## Enterprising (E)

### Are you Enterprising (a Persuader)?

Motivated by convincing others to help achieve economic gain and complete goals. Generally enjoy interacting with people in a manner that involves leadership, persuasion, and management. Tend to be comfortable with their decision-making skills; may be ambitious, competitive, and self-confident. Enjoy influencing others and value economic success and status. Can be assertive and competitive; skilled in leading,



## Realistic (R)

### Are you Realistic (a Doer)?

Motivated by hands-on, tangible results. Skilled in making, building, or repairing things; enjoy being outdoors, interested in action more than thought. Often prefer using mechanical, athletic, and manual skills to using interpersonal skills and interacting with groups. View themselves as practical and efficient. Have athletic or mechanical ability; prefer to work with machines, tools, plants, or animals.



## Conventional (C)

### Are you Conventional (an Organizer)?

Motivated by bringing order and stability to work. Prefer very structured and organized activities. Like to have a clear understanding of expectations and follow established procedures. May have strong verbal and numerical abilities. Practical, efficient, and diligent. Value accuracy and organization. Skills include managing data, creating and supervising systems, planning events



Now that you have discovered and affirmed your Holland themes, write the first letter of the three themes that describe you best. This is your "Holland Code."

\_\_\_\_\_  
Describes Me Best

\_\_\_\_\_  
Describes Me 2nd Best

\_\_\_\_\_  
Describes Me 3rd Best