

Holland Typology

Career interests and aptitudes are usually classified using Holland's RIASEC Occupational Themes or "Holland codes". This theory, popular amongst Guidance Counsellors, suggests that there are six major occupational personality types. These are Realistic, Investigative, Artistic, Social, Enterprising and Conventional. According to this theory, each individual presents a particular combination of three codes. Below is a very simplistic breakdown of the six Holland "types".

Realistic (Doers)

People of this type prefer doing things in a concrete way. They enjoy building, assembling, using tools and working in technical environments. To name but a few, their interests often revolve around physical activity, sports, following instructions, being outdoors and working with machines.

Investigative (Thinkers)

Those of the investigative type enjoy studying and understanding a variety of facts, concepts and phenomena. They have a knack for solving problems and explaining the solutions. Their interests include, but are not limited to, research, observation, science, mathematics, ideas, and data.

Artistic (Creators)

With their clear preference for self-expression, people of the artistic type are sensitive, intuitive and original. Their interests revolve around artistic creation, whether through word, sound or image. For example, artistic individuals appreciate creative writing, decorating, cooking, sculpting, painting, playing a musical instrument, acting, singing, and media creation.

Social (Helpers)

Social types enjoy working with other people, with the goal of helping them some way or another. They strongly value interpersonal human relationships, and are very empathetic. Some of their interests include teaching, encouraging, supporting, understanding, healing, and counselling others.

Enterprising (Persuaders)

People that are of this type have an inclination toward leading, managing and influencing others. They also enjoy supervising, planning, and taking important decisions. Some of their favorite activities include sales, business, entrepreneurship, politics, economics and event planning.

Conventional (Organizers)

Those of the conventional type prefer working with clearly defined procedures. They are methodical, structured and well-organized individuals. Some of their favorite interests are file management, organizing and synthesizing information, using office software, writing reports, compiling statistics, and maintaining order.

Want to find out your type? Here's a link to an unofficial RIASEC test:

<http://personality-testing.info/tests/RIASEC/>