Activity Description:

**Purpose of Activity:** Students will become aware of how the Holland Code Quiz can be used to guide the decision process in career development.

**Objectives:** Students will...
- be able utilize Holland Codes and Personality Types in possible career assignment options.
- identify their true (REAL) personality type(s) through careful examination of The Holland Code Quiz.
- describe how the Holland Code(s) can assist them in making critical career related decisions.
- be encourage to utilize career related assessment tools to explore career opportunities and better understand their personality type.
- Graphical represent findings and share with other students.

**Activity (what to do):**

**Day 1:**
1.) Say: “Good morning / afternoon. Today we are going to focus on an activity that will help you better understand yourself and how you might fit into the world of work (career, college, and/or military). Another words, thinking about who you are and where you might want to go in your life journey.

2.) Distribute the handout with the Holland Six Personality Types printed on the back. Discuss the background of the Holland Theory making reference to the handout.

3.) Write the following question on the flip chart board or white board or SMART board: With which Holland type do you most identify – Realistic (R), Investigative (I), Artistic (A), Social (S), Enterprising (E), or Conventional (C). Assign a student to read about one of the Holland Personality Types (on the back of the handout). After each one of the types/codes have been read, allow the students to go to the section of the room where the letter has been posted that represents the type to which they most indentify. (See attachment cards.)

4.) After the students have grouped themselves, tell them they are going to create a bar graph with the results on butcher paper, poster board, white board, or SMART Board:
   a) Place the number of students along a vertical line (vertical axis) to the right.
   b) Place the name of each type along a line across the bottom (horizontal axis).
   c) Each should write their name on a narrow piece of paper then tape their name above the type they have selected as the one they most likely identify with.
5.) After the students have completed the wall bar graph, ask them to share how this type is like you; what careers or pathways (college, career, and/or military) interest you? Why? Based on your knowledge thus far of Holland Codes, can you determine in what careers you would not be interested. Allow some time for students to discuss.

6.) Tell students they will now take the REAL assessment for the Holland Code Quiz at http://www.roguecc.edu/counseling/HollandCodes/test.asp. This assessment will give you your true answer based on your response to the questions.

7.) After they have completed the quiz have them determine their highest score. In the event of a tie, tell them to select the one they are most comfortable with. Remind them to be honest with themselves.

8.) Again have each student write their name on a narrow piece of paper (a different color) then tape their name above the type that was their highest score on the Holland Code Quiz. Have students re-create the wall graph on the Personality Type Analysis work sheet handout for this portion of the activity.

9.) Have students examine their results and describe what the graph is showing them and write their thoughts about the results.

Day 2:

10.) Now have them re-examine their personality type they most identified with earlier to the results from the quiz. Compare and contrast the two on their personal Career Development Holland Code work sheet for this activity (see handout). Tell students they may use any of the following graphic organizers; Compare and Contrast Flow Chart, Venn Diagram, Compare and Contrast Diagram, Compare and Contrast Concept Map, Compare and Contrast Two Column, or other type of graphic organizer that allows them to compare and contrast.

Sample Graphic Organizers:

11.) Have student share with others in the room.
12.) Have students answer the following questions;
   a) What was your original personality selection? Why did you select this one? What careers did you believe would best be suited for this personality type?
   b) After taking the Holland Code Quiz, did your personality type change? What did the test show you? What careers were indicated that are a best fit for this personality type?
   c) Based on this new information would you consider changing your career options? Why? Why not?
   d) What things do you need to consider in order to pursue a career based on the Holland Code Quiz for personality types or the personality type you selected initially?

13.) Have students take time to reflect on this activity and how they may use this new information about themselves to plan their career and/or future

14.) Have students place day 1 and day 2 results from this activity in the career portfolio

15.) Say: I sure learned a lot about each of you and hope each of you learned a lot about each other.

Duration/Length:

2 perhaps 3 class sessions (45-50 minutes each). Note: this can be adjusted depending on the clientele being addressed. If a block schedule; could be completed in 90 minutes.

Tools/Materials Needed:

White butcher wall paper
Color Signs with the following color code and Holland Code identifiers; Blue (R), Yellow (S), Green (I), Purple (E), Red (A), and Orange (C)
Markers or Crayons
Handouts: Holland Codes (front sheet), Holland’s Six Personality Types Chart (back sheet), Personality Type Analysis work sheet handout, Career Development Holland Code work sheet (one for each student)

Partnerships Recommended:

CDF
Classroom Teacher, Counselor, or other educational professional
Special Ed paras

Developmental Level (e.g. Preschool, Elementary, Middle, College, etc.):

Adaptable for Preschool, Elementary, Middle School, High School, and College.
Suggestions for Scaling (ideas for use with students of other ages):

Number of and type of questions asked.
Length of time.
For lower grade levels provide actual graphic organizers.
For lower grade levels provide more guided practice and direction.
When done within semester of school year.
Advancing skill over time (activity that transcend entire school year allowing for increased complexity).
Have students keep this activity handy to remind them of their visualized goal and make modifications as things change.

Standards Covered (NCDA Guidelines, WY C/VE Standards, ASCA Mindsets & Behaviors):

**K-5:**
Standard 1 Career Development and Readiness.
CV5.1.1 Students identify and describe various occupations.
CV5.1.4: Students complete task within an allotted time by acquiring, storing, organizing, and using materials and space efficiently.

Standard 2 Communication and Collaboration.
CV5.2.2 Students share new concepts learned through peer teaching and presenting to a group.

Standard 3 Critical Thinking and Problem Solving.
CV5.3.4 Students seek help from appropriate people (staff, students, parents, etc.) and appropriate resources.

Standard 4 Technical Literacy.
CV5.4.1 Students use a variety of methods including oral, written, graphic, pictorial, and/or multimedia in order to create and share a product.

**6-8:**
Standard 1 Career Development and Readiness.
CV8.1.1 Career aware students explore several career pathways including but not limited to outlook, salary, needed training, duties, and lifestyle.
CV8.1.2 Career aware students conduct an inventory of personal skills, aptitude, interests, and identify career pathways that align with their results.
CV8.1.3 Career aware students prepare a self improvement plan including secondary and postsecondary programs to gain desired knowledge and experience toward possible career opportunities.

Standard 2 Communication and Collaboration.
CV8.2.1 Career aware students effectively communicate using a variety of appropriate methods.

Standard 3 Critical Thinking and Problem Solving.
CV8.3.4 Career aware students plan, manage and complete projects in a timely and effective manner.

Standard 4 Technical Literacy.
CV8.4.4 Career aware students integrate and translate content presented in diverse formats and media, including visually and in words.

**9-12:**
Standard 1 Career Development and Readiness.
CV12.1.1 College and career ready students evaluate current knowledge and interests in order to set career goals.
CV12.1.3 College and career ready students prepare an educational and career plan to enable them to gain desired knowledge and experience.
CV12.1.4 College and career ready students demonstrate employability skills that enable them to be responsible and contributing citizens and employment.

Standard 2 Communication and Collaboration.
CV12. 2.1 College and career ready students communicate clearly, effectively, and with reason.

Standard 3 Critical Thinking and Problem Solving.
CV12. 3.4 College and career ready students demonstrate creativity and innovation while considering the environmental, social, and economic impact of decisions.

References/Developed By:

- FOCUS (36 10 Minute Lesson Plans) By Phil Boyte, Micah Jacobson, & Ron Jones
- Facilitating Career Development Third Edition by Barbara H. Suddarth & David M. Reile
- Designing and Implementing Career Services by National Career Development Association
- GAcollege411 xpand Your Opportunities @ www.gacollege411.org.
- University of Missouri Student Success Center MU Career Center
- Compare and Contrast images at Google Images
- 2014 Wyoming Career & Vocational Education Content Performance Standards by Wyoming State Board of Education
<table>
<thead>
<tr>
<th>Holland’s Six Personality Types and Codes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Realistic (R)</strong></td>
</tr>
<tr>
<td>Realistic types prefer to deal with Things.</td>
</tr>
<tr>
<td>- A person with a Realistic Personality tends to be Frank, Practical, Focused, Mechanical, Determined, or Rugged.</td>
</tr>
<tr>
<td>- Examples of Realistic Abilities include manipulating tools, doing mechanical or manual tasks, or doing athletic activities.</td>
</tr>
<tr>
<td>- Examples of Realistic Holland Code Careers include Craftsman, Fitness Trainer, Optician, Policeman, Fire Fighter, and Physical Education Teacher.</td>
</tr>
<tr>
<td>- Possible Realistic College Majors are Justice Studies, Fire Science, Athletic Training, Martial Arts, Corporate Fitness, and Physical Education.</td>
</tr>
</tbody>
</table>

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<thead>
<tr>
<th>Social (S)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social types prefer to deal with People.</td>
</tr>
<tr>
<td>- A person with a Social Personality tends to be Helping, Informing, Teaching, Inspiring, Counseling, and Serving.</td>
</tr>
<tr>
<td>- Examples of Social Abilities include interacting with people and concerned with the welfare of people.</td>
</tr>
<tr>
<td>- Examples of Social Holland Code Careers include Teacher, Clergy, Coach, Therapist, Nurse, Counselor, and Sociologist.</td>
</tr>
<tr>
<td>- Possible Social College Majors are Nursing, Christian Education, Counseling, Biblical Studies, Social Science, and Education.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Investigative (I)</th>
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</thead>
<tbody>
<tr>
<td>Investigative types prefer to deal with Things and Ideas.</td>
</tr>
<tr>
<td>- A person with a Investigative Personality tends to be Analytical, Intellectual, Reserved, Independent, and Scholarly.</td>
</tr>
<tr>
<td>- Examples of Investigative Abilities include working with abstract ideas and intellectual problems.</td>
</tr>
<tr>
<td>- Examples of Investigative Holland Code Careers include Biologist, Chemist, Historian, Researcher, Doctor, and Mathematician.</td>
</tr>
<tr>
<td>- Possible Investigative College Majors are Botany, Engineering, Forestry Science, Physics, and Foreign Languages.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Enterprising (E)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enterprising types prefer to deal with Data and People.</td>
</tr>
<tr>
<td>- A person with an Enterprising Personality tends to be Persuasive, Energetic, Sociable, Adventurous, Ambitious, and Risk-taking.</td>
</tr>
<tr>
<td>- Examples of Enterprising Abilities include leading, managing, and organizing.</td>
</tr>
<tr>
<td>- Examples of Enterprising Holland Code Careers include Manager, Producer, Lawyer, Business/Marketing, Executive, Entrepreneur, and Principal.</td>
</tr>
<tr>
<td>- Possible Enterprising College Majors are Pre-Law, Business Management and Administration, International Business, and Political Science.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Artistic (A)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Artistic types prefer to deal with Ideas and People.</td>
</tr>
<tr>
<td>- A person with a Artistic Personality tends to be Complicated, Original, Impulsive, Independent, Expressive, and Creative.</td>
</tr>
<tr>
<td>- Examples of Artistic Abilities include using imagination and feelings in creative expression.</td>
</tr>
<tr>
<td>- Examples of Artistic Holland Code Careers include Artist, Musician, Actor/Actress, Designer, Writer, and Photographer.</td>
</tr>
<tr>
<td>- Possible Artistic College Majors are Art, Theater, Graphic Design, Music, Journalism, and Communication.</td>
</tr>
</tbody>
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<tr>
<th>Conventional (C)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conventional types prefer to deal with Data and Things.</td>
</tr>
<tr>
<td>- A person with a Conventional Personality tends to be Careful, Conforming, Conservative, Conscientious, Self-controlled, and Structured.</td>
</tr>
<tr>
<td>- Examples of Conventional Abilities include ordering activities paying attention to details.</td>
</tr>
<tr>
<td>- Examples of Conventional Holland Code Careers include Accountant, Banker, Editor, Office Manager, Librarian, and Reporter.</td>
</tr>
<tr>
<td>- Possible Conventional College Majors are Business, Accounting, and Management.</td>
</tr>
</tbody>
</table>
This is based on Dr. John Holland's theory that people and work environments can be loosely classified into six different groups. Each of the letters above corresponds to one of the six groups described in the following pages.

Different people's personalities may find different environments more to their liking. While you may have some interests in and similarities to several of the six groups, you may be attracted primarily to two or three of the areas. These two or three letters are your "Holland Code." For example, with a code of "RES" you would most resemble the Realistic type, somewhat less resemble the Enterprising type, and resemble the Social type even less. The types that are not in your code are the types you resemble least of all.

Most people, and most jobs, are best represented by some combination of two or three of the Holland interest areas. In addition, most people are most satisfied if there is some degree of fit between their personality and their work environment.

The rest of the pages in this booklet further explain each type and provide some examples of career possibilities, areas of study at MU, and co-curricular activities for each code. To take a more in-depth look at your Holland Code, take a self-assessment such as the SDS, Discover, or a card sort at the MU Career Center with a Career Specialist.
Realistic (Doers)

People who have athletic ability, prefer to work with objects, machines, tools, plants or animals, or to be outdoors.

Are you: independent practical straightforward/frank mechanically inclined stable concrete reserved self-controlled

Can you: fix electrical things solve electrical problems pitch a tent play a sport read a blueprint plant a garden operate tools and machine

Like to: tinker with machines/vehicles work outdoors be physically active use your hands build things tend/train animals work on electronic equipment

Career Possibilities (Holland Code):


Investigative (Thinkers)

People who like to observe, learn, investigate, analyze, evaluate, or solve problems.

Are you: inquisitive analytical scientific observant/precise scholarly cautious

Can you: think abstractly solve math problems understand scientific theories do complex calculations use a microscope or computer interpret formulas

Like to: explore a variety of ideas work independently perform lab experiments deal with abstractions do research be challenged

Career Possibilities (Holland Code):

**Artistic (Creators)**

People who have artistic, innovating, or intuitive abilities and like to work in unstructured situations using their imagination and creativity.

**Are you?**
- creative
- imaginative
- innovative
- unconventional
- emotional
- independent
- Expressive

**Can you?**
- original
- introspective
- impulsive
- sensitive
- courageous
- complicated
- idealistic
- nonconforming

**Like to?**
- attend concerts, theatre, art exhibits
- read fiction, plays, and poetry
- work on crafts
- take photography
- express yourself creatively
- deal with ambiguous ideas

**Career Possibilities**
(Holland Code:)

- Actor (AES)
- Advertising Art Director (AES)
- Advertising Manager (ASE)
- Architect (AIR)
- Art Teacher (ASE)
- Artist (ASI)
- Copy Writer (ASI)
- Dance Instructor (AER)
- Drama Coach (ASE)
- English Teacher (ASE)
- Entertainer/Performer (AES)
- Fashion Illustrator (ASR)
- Interior Designer (AES)
- Intelligence Research Specialist (AEI)
- Journalist/Reporter (ASE)
- Landscape Architect (AIR)
- Librarian (SAI)
- Medical Illustrator (AIE)
- Museum Curator (AES)
- Music Teacher (ASI)
- Photogapher (AES)
- Writer (ASI)
- Graphic Designer (AES)

**Social (Helpers)**

People who like to work with people to enlighten, inform, help, train, or cure them, or are skilled with words.

**Are you?**
- friendly
- helpful
- idealistic
- insightful
- outgoing
- understanding

**Can you?**
- cooperative
- generous
- responsible
- forgiving
- patient
- kind

**Like to?**
- teach/train others
- express yourself clearly
- lead a group discussion
- mediate disputes
- plan and supervise an activity
- cooperate well with others

**Career Possibilities**
(Holland Code:)

- City Manager (SEC)
- Clinical Dietitian (SIE)
- College/University Faculty (SE)
- Community Org. Director (SEA)
- Consumer Affairs Director (SER)/Counselor/Therapist (SAE)
- Historian (SEI)
- Hospital Administrator (SER)
- Psychologist (SEI)
- Insurance Claims Examiner (SIE)
- Librarian (SAI)
- Medical Assistant (SCR)
- Minister/Priest/Rabbi (SAI)
- Paralegal (SCE)
- Park Naturalist (SEI)
- Physical Therapist (SIE)
- Police Officer (SER)
- Probation and Parole Officer (SEC)
- Real Estate Appraiser (SCE)
- Recreation Director (SER)
- Registered Nurse (SIA)
- Teacher (SAE)
- Social Worker (SEA)
- Speech Pathologist (SAI)
- Vocational-Rehab. Counselor (SEC)
- Volunteer Services Director (SEC)
Enterprising (Persuaders)

People who like to work with people, influencing, persuading, leading or managing for organizational goals or economic gain.

Are you?
- ambitious
- self-confident
- agreeable
- assertive
- talkative
- persuasive
- extroverted
- energetic
- spontaneous
- adventurous
- optimistic
- popular

Can you?
- initiate projects
- convince people to do things
- sell things
- give talks or speeches
- organize activities
- lead a group
- persuade others

Like to?
- make decisions
- be elected to office
- start your own business
- campaign politically
- meet important people
- have power or status

Career Possibilities
(Holland Code):

Advising Executive (ESA)
Advertising Sales Rep (ESR)
Banker/Financial Planner (ESR)
Branch Manager (ESA)
Business Manager (ESC)
Buyer (ESA)
Chamber of Commerce Exec (ESA)
Credit Analyst (EAS)
Customer Service Manager (ESA)
Education & Training Manager (EIS)
Emergency Medical Technician (ESI)
Entrepreneur (ESA)
Foreign Service Officer (ESA)
Funeral Director (ESR)
Insurance Manager (ESC)
Interpreter (ESA)
Lawyer/Attorney (ESA)
Lobbyist (ESA)
Office Manager (ESR)
Personnel Recruiter (ESR)
Politician (ESA)
Public Relations Rep (EAS)
Retail Store Manager (ESR)
Sales Manager (ESA)
Sales Representative (ERS)
Social Service Director (ESA)
Stockbroker (ESI)
Tax Accountant (ECS)

Conventional (Organizers)

People who like to work with data, have clerical or numerical ability, carry out tasks in detail, or follow through on others’ instructions.

Are you?
- practical
- well-organized
- thrifty
- accurate
- systematic
- numerically inclined
- methodical
- conscientious
- efficient
- obedient
- conforming
- persistent

Can you?
- work well within a system
- do a lot of paper work in a short time
- keep accurate records
- use a computer terminal
- write effective business letters

Like to?
- follow clearly defined procedures
- use data processing equipment
- work with numbers
- type or take shorthand
- be responsible for details
- collect or organize things

Career Possibilities
(Holland Code):

Abstractor (CSI)
Accountant (CSE)
Administrative Assistant (ESC)
Budget Analyst (CER)
Business Manager (ESC)
Business Programmer (CRI)
Business Teacher (CSE)
Catalog Librarian (CSE)
Claims Adjuster (SEC)
Computer Operator (CSR)
Congressional-District Aide (CES)
Cost Accountant (CES)
Court Reporter (CSE)
Credit Manager (ESC)
Customs Inspector (CEI)
Editorial Assistant (CSI)
Elementary School Teacher (SEC)
Financial Analyst (CSI)
Insurance Manager (ESC)
Insurance Underwriter (CSE)
Internal Auditor (ICR)
Kindergarten Teacher (ESC)
Medical Records Technician (CSE)
Museum Registrar (CSE)
Paralegal (SCE)
Safety Inspector (RCS)
Tax Accountant (ECS)
Tax Consultant (CES)
Travel Agent (ECS)
Personality Type Analysis Work Sheet

Student Name: _______________________________  Year In School: _______  School: __________________

Wall Bar Graph Results

Analysis:
1. Examine your results and describe what the graph is showing you.

Reflection:
2. Write your thoughts about the results. Is this what you expected? Does this change your mind about your future goals?
Career Development Holland Code Work Sheet

Student Name: _____________________________ Year In School: ________ School: ________________

In the space below compare and contrast using a graphic organizer. Compare and contrast your personality type you most identified with to the highest score personality type from the Holland Code Quiz. You may use any type of graphic organizer to complete this task as long as you are comparing and contrasting the requested information.
Answer the following questions in the space provided. Remember to be honest to yourself. This is for your benefit. Also use complete sentences.

1. What was your original personality selection? Why did you select this one? What careers did you believe would best be suited for this personality type?

2. After taking the Holland Code Quiz, did your personality type change? What did the test show you? What careers were indicated that are a best fit for this personality type?

3. Based on this new information would you consider changing your career options? Why? Why not?

4. What things do you need to consider in order to pursue a career based on the Holland Code Quiz for personality types or the personality type you selected initially?