



Careers That Fit

THE HOLLAND CODE

What is a career?

- ▶ Enjoyable
- ▶ Challenging
- ▶ You are good at it
- ▶ Interesting





What are your interest?

THE HOLLAND CODE

Identify your interests.

- ▶ Dr. John Holland created a system of placing people's interests into groups.
 - ▶ A person's interests...
 - ▶ Fit into at least one group
 - ▶ Most fit into two or three
 - ▶ The combination of these groups is called

The Holland Code

Career Interest Checklist

- ▶ Complete the Career Interest Checklist
 - ▶ Check mark any of the activities that might be enjoyable or interesting
 - ▶ Marking more activities provides more useful results.

Check mark any of the activities that might be enjoyable or interesting to you. In general, marking more activities provides more useful results.

- | | | |
|---|---|---|
| 1. <input type="checkbox"/> Typing reports or entering data | 1. <input type="checkbox"/> Keeping detailed records | 1. <input type="checkbox"/> Word processing |
| 2. <input type="checkbox"/> Leading group activities | 2. <input type="checkbox"/> Working on a sales campaign | 2. <input type="checkbox"/> Talking to salespeople |
| 3. <input type="checkbox"/> Reading art and music magazines | 3. <input type="checkbox"/> Designing clothes | 3. <input type="checkbox"/> Acting in or helping to put on a play |
| 4. <input type="checkbox"/> Carpentry and other building projects | 4. <input type="checkbox"/> Decorating rooms | 4. <input type="checkbox"/> Working with animals |
| 5. <input type="checkbox"/> Using a chemistry set | 5. <input type="checkbox"/> Doing puzzles or playing word games | 5. <input type="checkbox"/> Advanced math |
| 6. <input type="checkbox"/> Making new friends | 6. <input type="checkbox"/> Going to church | 6. <input type="checkbox"/> Helping the elderly |
| | 1. <input type="checkbox"/> Working nine to five | 1. <input type="checkbox"/> Using a cash register |
| | 2. <input type="checkbox"/> Being elected class president | 2. <input type="checkbox"/> Talking to groups of people |
| | 3. <input type="checkbox"/> Learning foreign languages | 3. <input type="checkbox"/> Drawing or painting |
| | 4. <input type="checkbox"/> Cooking | 4. <input type="checkbox"/> Fixing cars |
| | 5. <input type="checkbox"/> Physics | 5. <input type="checkbox"/> Astronomy |
| | 6. <input type="checkbox"/> Attending sports events | 6. <input type="checkbox"/> Belonging to a club |
| 1. <input type="checkbox"/> Using office equipment | 1. <input type="checkbox"/> Filing letters and reports | 1. <input type="checkbox"/> Working with a budget and preparing financial reports |
| 2. <input type="checkbox"/> Buying clothes for a store | 2. <input type="checkbox"/> Talking to people at a party | 2. <input type="checkbox"/> Selling insurance |
| 3. <input type="checkbox"/> Writing stories or poetry | 3. <input type="checkbox"/> Going to concerts or listening to music | 3. <input type="checkbox"/> Playing music |
| 4. <input type="checkbox"/> Fixing electrical appliances or repairing household items | 4. <input type="checkbox"/> Wildlife biology | 4. <input type="checkbox"/> Putting together model kits or craft projects |
| 5. <input type="checkbox"/> Flying airplanes or learning about aircraft | 5. <input type="checkbox"/> Creating a project for a science fair | 5. <input type="checkbox"/> Working in a lab |
| 6. <input type="checkbox"/> Teaching children | 6. <input type="checkbox"/> Studying people in other lands | 6. <input type="checkbox"/> Helping people solve personal problems |

Finding your Holland Code

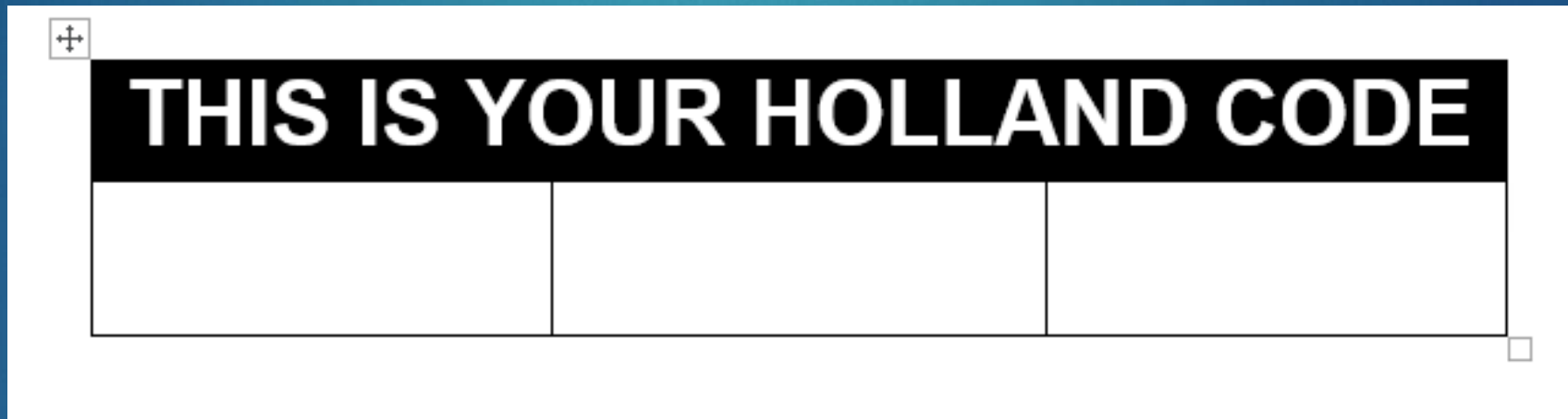
- ▶ Add up your interests to find your *Holland Code*
 - ▶ Count all the number 1s you checked.
 - ▶ Put that total on the line in the circle marked “1s = C.”
 - ▶ Repeat this for numbers 2 through 6.
 - ▶ Notice, each number corresponds with a letter.

1s = C _____	2s = E _____	3s = A _____	4s = R _____	5s = I _____	6s = S _____
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Your Holland Code

- ▶ Write the letters of your three highest numbers



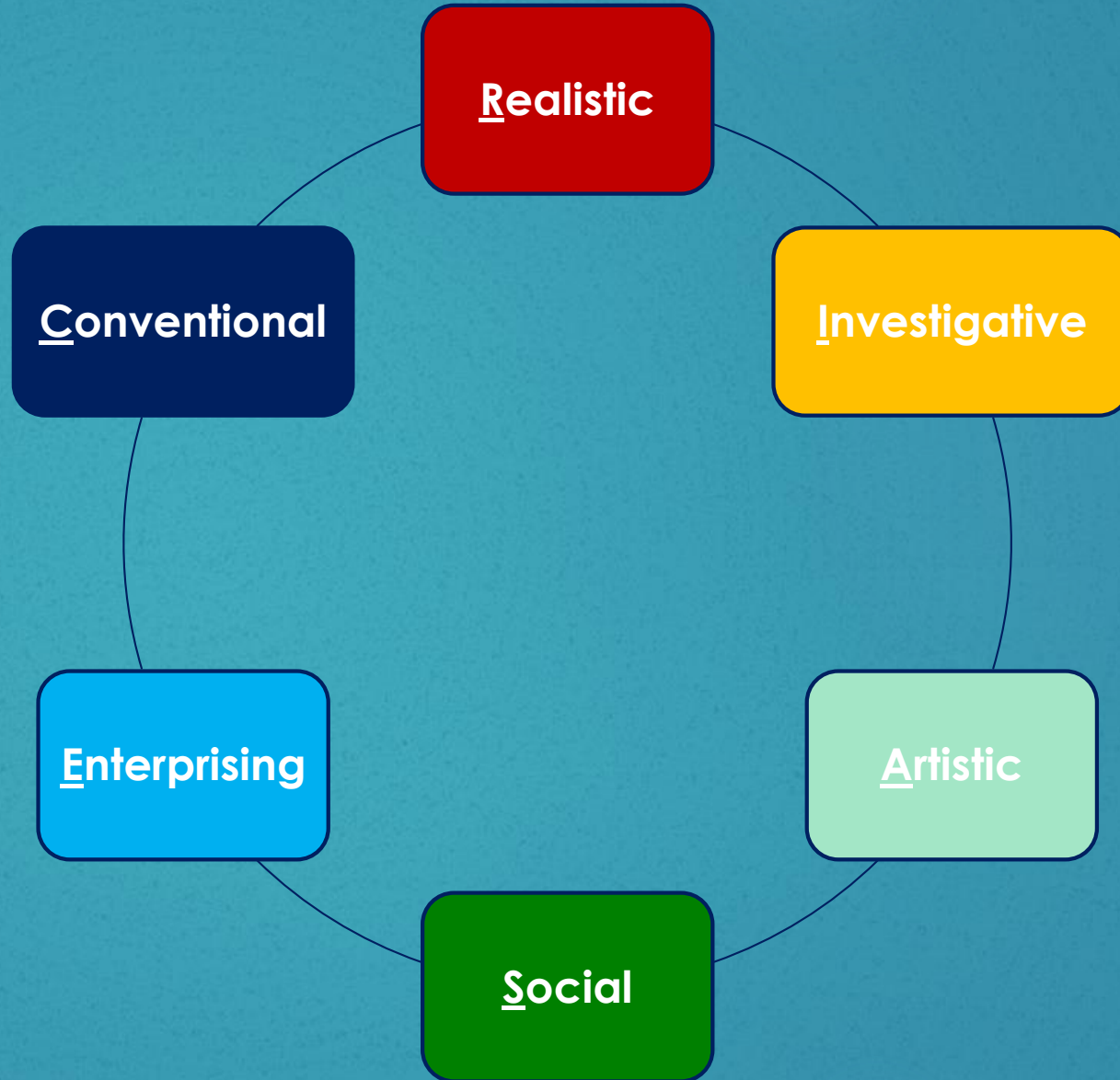
THIS IS YOUR HOLLAND CODE		



What does your Holland code
mean?

RIASEC

- ▶ The letters of your Holland Code correspond to the first letter of the following groups of people.





Realistic People

- ▶ Have athletic or mechanical ability
- ▶ Prefer to work with their hands
 - ▶ Objects
 - ▶ Machines
 - ▶ Tools
 - ▶ Plants
 - ▶ Animals
- ▶ Usually prefer to work outdoors

Realistic People

- ▶ Aircraft Mechanic
- ▶ Appraiser
- ▶ Auto Mechanic
- ▶ Bricklayer
- ▶ Building Maintenance
- ▶ Carpenter
- ▶ Computer Repairer
- ▶ Construction Manager/
Laborer
- ▶ Dental Lab Technician
- ▶ Electrician
- ▶ Engineering Tech.
- ▶ Farmer or Rancher
- ▶ Firefighter
- ▶ Fish/Game Warden
- ▶ Floral Designer
- ▶ Floral Designer
- ▶ Groundskeeper
- ▶ Heating/Cooling Mech.
- ▶ Jeweler
- ▶ Machinist
- ▶ Mechanical Engineer
- ▶ Office Machine
- ▶ Optician
- ▶ Pilot/Flight Engineer
- ▶ Plumber/Pipefitter
- ▶ Repairer
- ▶ Robotics Technician
- ▶ Sound Engineer
- ▶ Truck Driver
- ▶ Welder
- ▶ Zookeeper

Investigative People

- ▶ Like to:
 - ▶ Observe
 - ▶ Investigate
 - ▶ Learn
 - ▶ Analyze
 - ▶ Evaluate
 - ▶ Solve problems

Investigative People

- ▶ Actuary
- ▶ Agricultural Scientist
- ▶ Anthropologist
- ▶ Biological Scientist
- ▶ Chemist
- ▶ Chiropractor
- ▶ Computer Programmer
- ▶ Dentist
- ▶ Drafter
- ▶ Economist
- ▶ Engineer
- ▶ Geologist
- ▶ Hazardous Materials Technician
- ▶ Market Research Analyst
- ▶ Meteorologist
- ▶ Nurse Practitioner
- ▶ Optometrist
- ▶ Pharmacist
- ▶ Physician
- ▶ Psychologist
- ▶ Speech Pathologist
- ▶ Statistician
- ▶ Surgical Technician
- ▶ Systems Analyst
- ▶ Veterinarian

Artistic People

- ▶ Have artistic, innovative, or intuitive abilities
- ▶ Like to work in an unstructured situation
- ▶ Like to use their imagination or creativity

Artistic People

- ▶ Actor
- ▶ Advertising Agent
- ▶ Architect
- ▶ Archivist and Curator
- ▶ Artist
- ▶ Choreographer
- ▶ Commercial Artist
- ▶ Composer
- ▶ Director
- ▶ Fashion Designer
- ▶ Graphic Artist
- ▶ Industrial Designer
- ▶ Interior Designer
- ▶ Landscape Architect
- ▶ Musician
- ▶ Merchandise Displayer
- ▶ Photographer

Social People

- ▶ Like to work with people
- ▶ Like to inform, enlighten, help train, develop, or cure people
- ▶ Special skills may include
 - ▶ Using language and words
 - ▶ Love to talk!

Social People

- ▶ Air Traffic Controller
- ▶ Athletic Trainer
- ▶ Clergy
- ▶ Cosmetologist
- ▶ Counselor
- ▶ Dental Hygienist
- ▶ Dietician
- ▶ Elementary/Middle/
- ▶ High School Teacher
- ▶ Health Administrator
- ▶ Historian
- ▶ Home Health Aide
- ▶ Law Enforcement Officer
- ▶ Librarian
- ▶ Loan Officer
- ▶ Mail Carrier
- ▶ Medical Assistant
- ▶ Nurse
- ▶ Personnel Manager
- ▶ Physical Therapist
- ▶ Podiatrist
- ▶ Radio/TV Broadcaster
- ▶ Radiologic Technician
- ▶ Recreation Guide
- ▶ Respiratory Therapist
- ▶ Social Worker

Enterprising People

- ▶ Like to work with people
- ▶ Like to influence, persuade, or perform
- ▶ Like to lead or manage
 - ▶ Organizational goals
 - ▶ Economic gain

Enterprising People

- ▶ Auto Salesperson
- ▶ Brokerage Clerk
- ▶ Business Executive/
Manager
- ▶ Chef/Dinner Cook
- ▶ Compliance Officer
- ▶ Customer Service Rep.
- ▶ Database Administrator
- ▶ Detective/Investigator
- ▶ Emergency Med. Tech.
- ▶ Financial Manager
- ▶ Flight Attendant
- ▶ Funeral Director
- ▶ Hotel/Motel Manager
- ▶ Insurance Agent
- ▶ Interpreter/Translator
- ▶ Lawyer
- ▶ Legislator
- ▶ Marketing/Public Relations Manager
- ▶ Occupational Therapist
- ▶ Park Ranger
- ▶ Real Estate Agent
- ▶ Reporter
- ▶ Restaurant Manager
- ▶ Security Guard
- ▶ Travel Agent
- ▶ Urban Planner
- ▶ Writer or Editor

Conventional People

- ▶ Like to work with data
- ▶ Have clerical or numerical ability
- ▶ Pay attention to detail
- ▶ Enjoy follow the instructions of others

Conventional People

- ▶ Accountant/Auditor
- ▶ Bank Teller
- ▶ Bookkeeper
- ▶ Broadcast Tech.
- ▶ Computer Operator
- ▶ Court Reporter
- ▶ Credit/Loan Clerk
- ▶ Dispatcher
- ▶ Electronics Assembler
- ▶ Expeditor/Production Controller
- ▶ General Office Clerk
- ▶ Legal Assistant
- ▶ Library Assistant
- ▶ Medical Record Tech.
- ▶ Payroll Clerk
- ▶ Postal Clerk
- ▶ Proofreader
- ▶ Receptionist
- ▶ Secretary
- ▶ Tax Preparer
- ▶ Transcriptionist
- ▶ Underwriter
- ▶ Webmaster

Choose your careers...

- ▶ Using your Holland code, choose three careers from each of your categories.
 - ▶ Example: If your Holland code is C A S, choose three careers from *Conventional*, three from *Artistic*, and three from *Social*.

Conventional

Court Reporter

Dispatcher

Receptionist

Artistic

Composer

Musician

Director

Social

Counselor

Librarian

Mail Carrier

Choose your careers...

- ▶ Choose one career under each category from the careers you have chosen.
- ▶ Example:

Conventional

Artistic

Social

Receptionist

Musician

Librarian



What are you good at?

KNOW YOUR ABILITIES

Know your abilities...

As you explore careers, consider your abilities as well as your interests.

Not only do you want a career you will
enjoy...

You want a career you will excel in.

Self-management skills

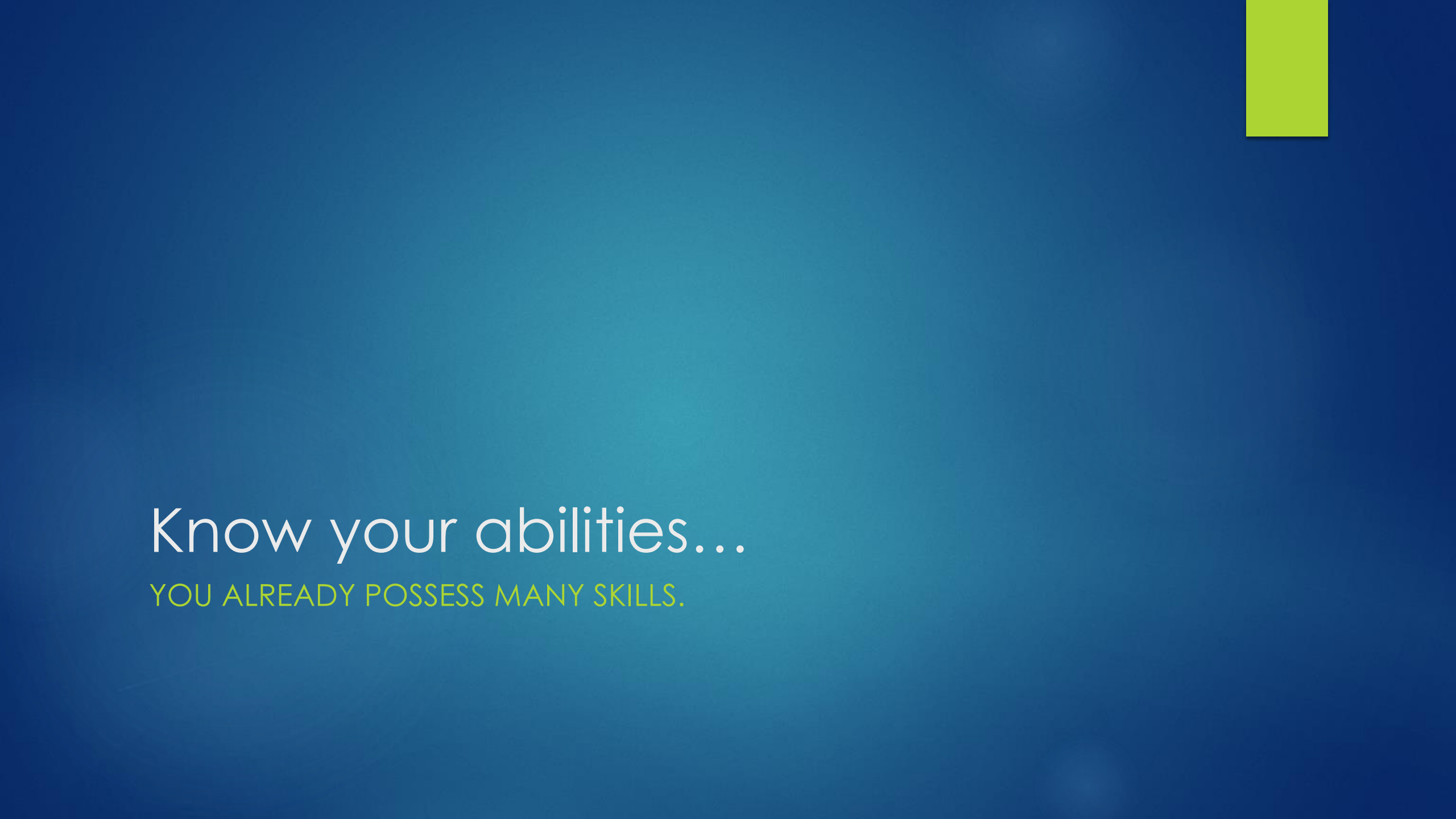
- ▶ Personal qualities such as...
 - ▶ Getting along with others
 - ▶ Managing your time

Specialized skills

- ▶ Skills learned for a specific career
 - ▶ Nurses are trained to give medications
 - ▶ High school teachers are taught in their specific subject

Transferrable skills

- ▶ Skills that can be used across many different careers
 - ▶ Ability to write well
 - ▶ Ability to speak clearly
 - ▶ Typing/computer



Know your abilities...

YOU ALREADY POSSESS MANY SKILLS.

Skill assessment

- ▶ On a blank page draw a line across the top and a line going down about 1/3 the way across the page from the left edge.

<i>Activities, hobbies classes, jobs, etc.</i>	<i>Skills learned</i>

Skills you may already have...

- ▶ **Manage time**
- ▶ **Evaluate information**
- ▶ **Make good decisions**
- ▶ **Be reliable**
- ▶ **Communicate well**
- ▶ **Be accurate**
- ▶ **Be efficient**
- ▶ **Understand quickly**
- ▶ **Be organized**
- ▶ **Be enthusiastic**
- ▶ **Motivate people**
- ▶ **Be flexible**
- ▶ **Analyze data**
- ▶ **Solve problems**
- ▶ **Write clearly**

Determine the skills you need...

- ▶ Take another sheet of paper and divide into three columns.
- ▶ Write your three chosen careers at the top of each column.
- ▶ Access <https://utahfutures.org/occupations>.
- ▶ Research the necessary skills needed for each profession and write them in the appropriate column.

<i>Receptionist</i>	<i>Musician</i>	<i>Librarian</i>



Prioritize your goals...

CONSIDER WHAT YOU WANT FROM YOUR WORK.

Ask yourself...

- ▶ What do you want from your work?
 - ▶ Earnings – How much does the career pay?
 - ▶ Service – Do you want to help others?
 - ▶ Prestige – Do you want people to respect your work?
 - ▶ Geography – Is it important for you to live in a particular place?
 - ▶ Independence – Do you want to be your own boss?
 - ▶ Security – Does the career promise long-term, stable employment?
 - ▶ Responsibility – Do you want others to depend on you?
 - ▶ Teamwork – Is it important for you to work well with a group?
 - ▶ Environment – Where do you want your job to take place?
 - ▶ Outdoors, indoors, etc.
 - ▶ Variety – Do you want to do different kinds of tasks?

Prioritize

- ▶ Take the items mentioned above, and rank them from 1 to 10. (1 being the most important and 10 being the least important.)

___ **Earnings** – how much the career pays

___ **Service** – how much you help others

___ **Prestige** – how much people respect your work

___ **Geography** – how important it is to live in a particular place

___ **Independence** – how much you are your own boss

___ **Security** – how much the career promises long-term, stable employment

___ **Responsibility** – how much people depend on you

___ **Teamwork** – how much you will work as a member of a group

___ **Environment** – where most of the job will take place (outdoors, indoors, etc.)

___ **Variety** – how much the job will have you doing different kinds of tasks

Ask yourself...

- ▶ Which goals are the most important to you?
 - ▶ Why?
- ▶ Which goals are not as important to you?
 - ▶ Why?
- ▶ What additional goals do you have for your career?