

Holland Theme Codes

Realistic

Description of Interest Category:

Enjoys hands-on, practical, or outdoor activities. Works well with mechanical and constructive projects. Prefers the concrete and observable over the abstract and implicit. (*Prince, 1995*)

Some typical activities might include:

Using tools that require manual dexterity
Operating, designing, or maintaining equipment and machinery
Doing jobs that produce tangible results

Some skills used might be:

Assembling Mechanical	Constructing Mathematical	Supervising Physical
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A person with interests in this category might explore some of these occupations:

R*	Air Force Enlisted Personnel	RSE+	Athletic Director
R	Air Force Officer	RSE*	County Sheriff
R	Bus Driver	RSC*	City or State Employee
R	Correctional Officer	RE*	Baker
R*	Forest Ranger	RE*	Building Contractor
R	Painter	RE+	Professional Athlete
R*	Rancher	RE*	Secret Service Agent
R*	Telephone Technician	REI	Aircraft Sales Representative
R	Union Leader	REI	Environmental Project Manager
R	Computer Technician	REA	Marine Service Manager
RI	Cartographer	REI	Production Manager
RI	Civil Engineer	RES	Animal Trainer
RI*	Machinist	RES	Fire Fighter
RI	Mechanical Engineer	REC	Jeweler
RI+	Navy / Marine Corps Officer	RC	Army Officer
RI*	Petroleum Engineer	RC+	Drafting Technician
RI	Pilot	RC	Instrument Assembler
RIE	Wine Maker	RCI	Furniture Restorer
RIC*	Navy / Marine Corps Officer	RCI	Software Technician
RIC	Optical Engineer	RCS*	Machine Shop Supervisor
RS*	Industrial Arts Teacher	RCS	Research Assistant
RSI	Customs Agent	RCE	Highway Patrol Officer

(* shows code for men and + shows code for women)

Holland Theme Codes

Investigative

Description of Category:

Enjoys analyzing, observing, uncovering new theories, and interpreting data. Often works with ideas in math and science. Prefers flexibility, independence and values expertise (*Prince, 1995*)

Some typical activities might include:

Working independently
Solving problems through critical thinking
Doing scientific projects or laboratory research
Collecting and organizing, analyzing and interpreting data

Some skills used might be:

Critical thinking	Computing and technical work	Writing
Compiling	Math/Science	Spatial Applications

A person with high interests in this category might explore some of these occupations:

I*	Electronics Designer	IA	Clinical Psychologist
I+	Electronics Technician	IA*	Economist
I*	Internist	IA*	Experimental Psychologist
I	Scientific Researcher	IA+	Inventor
I	Statistician	IA	Language Interpreter
IR*	Animal Science Professor	IA*	Medical Researcher
IR	Astronaut	IAS	Art Appraiser
IR	Chemical / Electrical Engineer	IAS	Counseling Psychologist
IR+	Experimental Psychologist	IAS	Psychiatrist
IR*	Inventor	IS*	Educational Psychologist
IR	Laboratory Technician	ISA	Pediatrician
IR+	Medical Researcher	ISA+	Educational Psychologist
IR	Obstetrician/Pathologist/Surgeon	ISA	Physician Assistant
IRS	Biochemist	ISE	Photographic Engineer
IRS	Geneticist	IER	Project Engineer
IRS	Meteorologist	IER	Laboratory Supervisor
IRE	Archeologist	IEA	Land Surveyor
IRE	Chief Credit Analyst	IEA	Quality Control Director
IRC	Integrated Circuit Layout Designer	IEC	Fire Protection Engineer
IA*	Astronomer	IC*	Computer Operator

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Holland Theme Codes

Artistic

Description of Interest Category:

Enjoys self-expression and creativity in themselves or others. Works well in unstructured environments. Often prefers opportunities to write, compose or design. (*Prince, 1995*)

Some typical activities might include:

Composing and writing
Creating artwork (e.g.: painting, sculpting, photography, graphics)
Work independently
Acting and performing
Playing musical instruments

Some skills used might be:

Communication ability
Creativity and imagination
Musical ability
Artistic ability

A person with interest in this category might explore some of these occupations:

A	Art Museum Director	ASE	Playwright
A	Author / Poet	AE+	Ballet Dancer
A	Singer / Entertainer	AE+	Costumer Designer
AR*	Landscape Gardener	AE+	Fashion Model
ARI	Model Maker	AE+	Illustrator
ARS	Stage Technician	AER	Amusement Park Entertainer
AI	Anthropologist	AER+	Sculptor
AI+	Landscape Gardener	AEI	Package Designer
AIR	Landscape Architect	AES	Choreographer
AIR*	Sculptor	AEI	Screen Writer
AIR*	Orchestra Conductor	AES	Account Executive
AIE	Cryptanalyst	AES	Copy Writer
AIE	Motion Pictures Set Designer	AES	Creative Director
AS*	Music Teacher	AES	Editor
AS	Optical Effects Layout Person	AES	Industrial Designer
ASR	Exhibit Builder	AES	Wedding Consultant
ASI	Dance Therapist	AEC	Photojournalist
ASI	Exhibit Artist		
ASE	Composer		
ASE	Pastry Chef		

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Holland Theme Codes

Social

Description of Interest Category:

Enjoys working with people in activities and projects often related to education, counseling, or social services. Prefers opportunities to serve and collaborate with others. (*Prince, 1995*)

Some typical activities might include:

Facilitating a team approach
Teaching, training or coaching
Leading discussions
Working on group projects

Some skills used might be:

Interpersonal communications
Verbal skills
Empathy
Persuasion
Leadership

A person with high interests in this category might explore some of these occupations:

S	Guidance Counselor	SE*	Football Coach
S	Public Health Nurse	SE*	Juvenile Parole Officer
SRE	Animal Keeper	SE*	Labor Arbitrator
SRE+	Recreation Leader	SE+	Mental Health Worker
SRC	Job Development Specialist	SE*	Recreation Leader
SRC	Mail Carrier	SE+	Vocational Counselor
SI*	Student Personnel Worker	SER	Store / Services Manager
SIR	Orientation Therapist for Persons with Visual Disabilities	SER	Hospital Administrator
SIR	Podiatrist	SER	School Superintendent
SIA	School Psychologist	SEI	Radio and TV Producer
SIE	Correctional Agency Director	SEA	Dean of Students
SIE	Head Nurse	SEC	Disk Jockey
SIE	Medical Records Administrator	SEC	Political Scientist
SIE	Nursing Instructor	SC+	City or State Employee
SIE	School Nurse	SCI	Packaging Engineer
SA*	Mental Health Worker	SCE	Educational Consultant
SA+	Music Teacher	SCE	Interpreter for Persons with Hearing Disabilities
SA+	Writer; Children's Books	SCE*	Rehabilitation Counselor
SAE	Food & Drug Inspector		

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Holland Theme Codes

Enterprising

Description of Interest Category:

Enjoys influencing and persuading people through leadership, political and promotional activities. Prefers a high level of social impact and interaction. (*Prince, 1995*)

Some typical activities might include:

Selling or purchasing
Managing people and projects
Political involvement
Giving speeches, talks and presentations
Leading committees, groups, organizations and companies

Some skills used might be:

Interpersonal communication
Verbal skills suited to persuading, selling, public speaking and writing
Leadership and development skills

A person with high interests in this category might explore some of these occupations:

E*	Athletic Director	ESR	Financial Planner
E*	Chamber of Commerce Executive	ESR	Museum Director
E+	Foreign Correspondent	ESR	University Business Manager
E*	Funeral Director	ESR	Urban Planner
E+	Personnel Director	ESI	Lifeguard
E	Retailer	ESI	Securities Trader
E*	Sports Reporter	ESA	College Admissions Director
ER*	Nursery Manager	ESA	Head Waiter / Head Waitress
ER*	Professional Athlete	ESA	Lobbyist
ER+	Secret Service Agent	ESC*	Employment Manager
ERI+	Pilot	ESC	Media Director
ERA	Park Superintendent	ESC*	Travel Bureau Manager
ERA+	Stockbroker	EC+	Chamber of Commerce Executive
EIR	Foreign Exchange Trader	EC	Corporate Executive
EIR	Industrial Engineer	EC*	Manufacturer
EIA	Communications Consultant	EC*	Office Manager
EIS	Training and Education Manager	EC*	Stockbroker
EIC	Chief Bank Examiner	EC*	Wholesaler
EA+	Professional Dancer	ECR*	Factory Manager
EAS	Housing Manager	ECR+	Farm Implement Manager
ES+	Occupational Health Nurse	ECR*	Farm Supply Manager
ES*	Personnel Director	ECS*	Auto Sales Dealer
ES+	Sales Manager	ECS+	Funeral Director
ES+	TV Announcer	ECS	Hotel Manager
ESR	Airport Manager	ECS+	Travel Agency Manager

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Holland Theme Codes

Conventional

Description of Interest Category:

Enjoys organizing and handling logistics including budget and records. Prefers structure and efficiency.
(Prince, 1995)

Some typical activities might include:

Keeping records and financial books
Making charts, graphs and slides
Scheduling, organizing and maintaining office procedures
Writing business reports
Problem solving

Some skills used might be:

Written and verbal communication
Mathematical ability and management of systems and data
Efficiency and organization
Patience

A Person with high interests in this category might explore some of these occupations:

C+	Air Force Enlisted Personnel	CSE	Executive Housekeeping
C+	Bank Cashier	CSE	Systems Accountant
C+	Computer Operator	CSE	Title Examiner
C	IRS Tax Auditor	CE+	Baker
C+	Officer Manager	CE	Certified Public Accountant
C*	Production Manager	CE+	Courtroom Stenographer
CR*	Army Enlisted Personnel	CE	IRS Agent
CRI	Business Programmer	CE+	Pest Controller
CRS+	Army / Marine Corps Personnel	CE+	Office Worker
CIS	Polygraph Examiner	CE	Tax Preparer
CIE	Building Inspector	CER	Animated Cartoon Painter
CS*	Bank Cashier	CER	Budget Analyst
CS	Surveillance System Monitor	CER*	Dairy Processing Manager
CSI	Financial Analyst	CEI	Customs Inspector
CSE*	County Welfare Worker	CES	Cost Accountant
CSE+	Employment Manager		

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Holland Theme Codes

Academic Majors and Programs

Realistic:

Agriculture, Ecology, Engineering, Landscape Architecture, Law Enforcement, Military Science, Physical Fitness and Training, Physiology

Investigative:

Anthropology, Biological Sciences, Chemistry, Computer Science, Criminal Justice, Economics, Geology, Health Sciences, Mathematics, Physics, Psychology, Sociology

Artistic:

Art History, Broadcasting, Classics, Creative Writing, Dance, Design, English, Foreign Languages, Fine Arts, Journalism, Mass Communication, Music Education, Philosophy, Theater, Women's Studies

Social:

Child Development, Counseling, Dietetics, Education, Family Studies, Occupational Therapy, Nursing, Recreation, Religious Studies, Sports Administration, Women's Studies

Enterprising:

Business Administration, Finance, Government, History, Information Systems Management, International Relations, Management, Marketing, Political Science, Public Administration

Conventional:

Accounting, Computer Programming, Mathematics, Education, Medical Administration, Office Systems, Small Business Operations, Statistics

Campus Activities

Realistic:

Environmental Conversation Organizations, Intramural Sports, ROTC

Investigative:

Health and Medical Student Associations, Research Laboratory Assistant, Science Associations

Artistic:

Theater, Foreign Language Clubs, Choir, Dance, Band, Student Newspaper, Yearbook

Social:

Religious Organizations, Residence Hall Advising, Greek Life, Student Union Board, Tutoring

Enterprising:

Business Student Organizations, Campus Political Parties, Orientation Leader, Residence Life, Student Government

Conventional:

Accounting Organization, Mathematics Club, Office Assistant, Secretary/Treasurer of Student Organizations

Holland Theme Codes

Typical fields of Study or Work by MBTI Preference Combinations*

ST	SF	NF	NT
Management/Business	Healthcare	Counseling/Human Services	Law
Accounting/Banking	Teaching	Art and music	Physical Science
Law Enforcement	Religious Service	Writing/Journalism	Computers
Engineering	Office work	Behavioral Sciences	Management
Skilled trades	Community Service	Education	Research

* Courtesy of "Introduction to Type and College" by John K. Ditiberio, Allen L. Hammer. Copyright 1998 by Consulting Psychologists Press, Inc.