



# What's my Holland Code?

- STEP 1:** Score how you feel about each statement 1=Strongly Disagree 2=Disagree 3=Uncertain 4=Agree 5=Strongly Agree  
**STEP 2:** Each column represents a **Type** of strength. Add up your score for each **Type** and enter at the end of the column  
**STEP 3:** Record your top scoring **Types** at the bottom of the page

Realistic	Investigative	Artistic	Social	Enterprising	Conventional
I like to care for animals <input type="checkbox"/>	I enjoy fixing computer glitches <input type="checkbox"/>	I am good at learning a new language <input type="checkbox"/>	Meeting new people energises me <input type="checkbox"/>	I look for new opportunities <input type="checkbox"/>	I enjoy working with facts and figures <input type="checkbox"/>
I like playing with gadgets <input type="checkbox"/>	I love to study other cultures <input type="checkbox"/>	Art is my favourite subject <input type="checkbox"/>	I like to make people laugh <input type="checkbox"/>	I get a buzz from selling things <input type="checkbox"/>	I prefer to follow rather than lead <input type="checkbox"/>
I prefer to work alone than in a team <input type="checkbox"/>	I often visit science centre and museums <input type="checkbox"/>	I like to do things without a plan <input type="checkbox"/>	I enjoy volunteering in my community <input type="checkbox"/>	I am very competitive <input type="checkbox"/>	I have a good eye for detail <input type="checkbox"/>
I always finish what I start <input type="checkbox"/>	I enjoy reading and watching sci-fi <input type="checkbox"/>	I prefer reading to playing sport <input type="checkbox"/>	I am a good listener <input type="checkbox"/>	I enjoy motivating people <input type="checkbox"/>	I prefer to fix something rather than create it <input type="checkbox"/>
I prefer to work and play outdoors <input type="checkbox"/>	I am good at solving maths problems <input type="checkbox"/>	I often take photos in my spare time <input type="checkbox"/>	I can tune into people's feelings <input type="checkbox"/>	I am comfortable with taking risks <input type="checkbox"/>	I can concentrate for long periods of time <input type="checkbox"/>
I like playing sports <input type="checkbox"/>	I would love to own a microscope <input type="checkbox"/>	I play one or more instruments <input type="checkbox"/>	I want to make the world a better place <input type="checkbox"/>	People look to me as a leader <input type="checkbox"/>	I am good at sticking to a budget <input type="checkbox"/>
<b>Score:</b> <input type="checkbox"/>	<b>Score:</b> <input type="checkbox"/>	<b>Score:</b> <input type="checkbox"/>	<b>Score:</b> <input type="checkbox"/>	<b>Score:</b> <input type="checkbox"/>	<b>Score:</b> <input type="checkbox"/>



**Top scoring type:**  **Second top type:**  **Third top type:**

## What does my Holland Code say about me?

**REALISTIC** types are hands-on and down-to-earth. They prefer to work with machines, tools, plants or animals. These types use clear instructions to ensure the task is done correctly. It is important to them that they finish whatever they start, and are the keys to the operational side of any organisation or business. They like to **do**, rather than tell others what to do. Realistic people are skill-orientated, with good hand-eye coordination.



**Dislikes:** Dealing with "people problems"

**Words to describe the "R" types:** genuine, hard-headed, persistent, practical, reserved, inflexible

**Realistic types make good:** Mechanics, Sportspeople, Machine Operators, Trades people, Engineers, Gardeners, Farmhands, and Fitness instructors

**INVESTIGATIVE** types love to research and they love to learn. They are fulfilled by investigating an area, analysing the facts and solving problems. Many investigative types prefer their own company, and use the left (logical) side of their brain. This allows them to observe, learn and evaluate things methodically and precisely. These types love to read lots of books on many different topics. They also enjoy discovering new things and finding out why things are the way they are.



**Dislikes:** Leading or persuading others

**Words to describe "I" types:** cautious, curious, independent, precise, critical, radical, intellectual

**Investigative types make good:** Scientists, Chemists, Authors, Astronomers, Private Investigators, Archaeologists, Historians, and Journalists.

**ARTISTIC** types are creative and intuitive people. They can tap into the right (creative) side of the brain, making it easy to develop ideas and concepts. They are passionate people who like to express themselves through designing, composing, performing and inventing. Artistic types are often spontaneous and optimistic, with high expectations. They have a good sense of timing and usually know what they want.



**Dislikes:** Routine activities and office work

**Words to describe "A" types:** Complicated, emotional, imaginative, impractical, sensitive, original

**Some Artistic types are:** Actors, Musicians, Fashion designers, Architects, Writers, Artists, Publishers, Chefs, Photographers, Managers, Salespeople, Interior designers, Florists, and Craftspeople.

**SOCIAL** types have a gift or passion to work with and care for other people. You will find them always helping others through training and the caring professions. They are usually optimistic and positive people who communicate easily with others. Social types are often very supportive people who know when to sit quietly alongside someone, and when to turn on the sun and use their gift of communication to train others. Essentially, they are people-people.



**Dislikes:** Mechanical and technical activities

**Words to describe "S" types:** agreeable, cooperative, friendly, generous, kind, patient, persuasive

**Social types make good:** Childcare workers, Counsellors, Natural therapists, Trainers, Tour Guides, Nannies, Human Resources Officers, Teachers, Nurses, and Doctors.

**ENTERPRISING** types are mostly enthusiastic with a gift for motivating and influencing others. As a leader, they are accepted and respected. The most successful of these types are creative, which enables them to visualise and produce their own ideas. Enterprising types love competition which they always approach with a strategy. Excellent at negotiation, they can often convert any opportunity into a successful outcome. They work for the good of themselves and the company.



**Dislikes:** Scientific or theoretical problems

**Words to describe "E" types:** adventurous, ambitious, domineering, energetic, optimistic, self-confident

**Some Enterprising types are:** Lawyers, Politicians, Ambassadors, Directors, Managers, Supervisors, Team Leaders, Entrepreneurs, Radio announcers, Business owners.

**CONVENTIONAL** types are logical and like to work with information. They have excellent administration skills and love working with all types of numbers. They have a great eye for details and are often true perfectionists. They often prefer to work alone, which enables them to concentrate for long periods. Conventional types quite often don't stop working until a task is complete. They usually prefer to be told what to do rather than telling others what or how to do something. They are very practical people.



**Dislikes:** Artistic activities

**Words to describe "C" types:** careful, efficient, committed, persistent, thrifty, obedient, conscientious

**Some Conventional Types are:** Accountants, Librarians, Office Administrators, Surveyors, Technicians, Pilots, Computer Programmers, Insurance Officers and Secretaries.