**What Are Your Career Interests?**

The Holland Code 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 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.”

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.

For more information, explore the O*NET website, [www.onetonline.org](http://www.onetonline.org), for more information about occupations related to your Holland Code. Click on the “Advanced Search” tab, and then click on “Interests” from the drop-down menu to explore the occupations associated with each Holland type.

*This hexagonal model of RIASEC occupations is the copyrighted work of Dr. John Holland, and is used with his permission. The Holland Game is adapted from Richard Bolles’ “Quick Job Hunting Map.” Copyright 1995, 1998 by the MU Career Center, University of Missouri*
REALISTIC (DOERS)

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

Are you?
- systematic
- self-controlled
- straightforward
- independent
- practical

Can you?
- play a sport
- fix electrical things
- operate tools and machinery
- plant a garden
- pitch a tent

Like to?
- work outdoors
- be physically active
- work on electronic equipment
- train animals
- build things

Career Possibilities
- Aviation Inspector (RCI)
- Athletic Trainer (SRE)
- Commercial Airline Pilot (RIE)
- Construction Carpenter (RCI)
- Dental Technician (REI)
- Electrician (RIC)
- Fish and Game Warden (RES)
- Floral Designer (RAE)
- Forester (RIS)
- Industrial Supervisor (REI)
- Laboratory Technician (RIE)
- Mechanical Engineer (RIS)
- Security Guard (RCE)
- Software Technician (RCI)
- Surgical Technologist (RSC)
- Surveyor (RCI)
- Ultrasound Technologist (RSI)

INVESTIGATIVE (THINKERS)

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

Career Possibilities
- Actuary (ISE)
- Anthropologist (IRE)
- Archaeologist (IRE)
- Biologist (ISR)
- Chemical Engineer (IRE)
- Chemist (IRE)
- Dentist (ISR)
- Economist (IAS)
- Horticulturist (IRS)
- Industrial Engineer (ICE)
- Internist (ISR)
- Mathematician (IER)
- Meteorologist (IRS)
- Pharmacist (IES)
- Psychologist (IES)
- Statistician (IRE)
- Surgeon (IRA)
- Veterinarian (IRS)

Are you?
- logical
- curious
- inquisitive
- observant
- scholarly

Can you?
- think abstractly
- understand theories
- interpret formulas
- use a computer or microscope
- solve complex

Like to?
- analyze data
- work independently
- explain scientific theories
- perform experiments
- explore ideas
**ARTISTIC (CREATORS)**

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

**Are you?**
- creative
- imaginative
- unconventional
- expressive
- impulsive

**Can you?**
- sing, act, or dance
- sketch, draw, or paint
- design fashions or interiors
- write stories, poetry, or music

**Like to?**
- work on crafts
- take photographs
- attend concerts, art exhibits, or theatre productions
- read fiction, plays, or poetry

**Career Possibilities**
- Actor (AES)
- Advertising Art Director (AES)
- Architect (AIR)
- Artist (ASI)
- Copy Writer (ASI)
- Dance Instructor (AER)
- Drama Coach (ASE)
- English Teacher (ASE)
- Graphic Designer (AES)
- Interior Designer (AES)
- Intelligence Research Specialist (AEI)
- Journalist (ASE)
- Medical Illustrator (AIE)
- Museum Curator (AES)
- Music Director (AES)
- Photographer (AES)
- Writer (ASI)

**SOCIAL (HELPERS)**

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

**Career Possibilities**
- City Manager (SEC)
- College or University Faculty (SEI)
- Clinical Dietician (SIE)
- Historian (SEI)
- Hospital Administrator (SER)
- Librarian (SAI)
- Medical Assistant (SCR)
- Minister/Priest/Rabbi (SAI)
- Paralegal (SCE)
- Physical Therapist (SIE)
- Parole Officer (SEC)
- Real Estate Appraiser (SCE)
- Recreation Director (SER)
- Registered Nurse (SIC)
- Social Worker (SEA)
- Speech Pathologist (SAI)
- Volunteer Services Director (SEC)

**Are you?**
- patient
- insightful
- responsible
- cooperative
- outgoing

**Can you?**
- teach or train
- mediate disputes
- lead a discussion
- communicate well with others
- plan and supervise activities

**Like to?**
- work in groups
- volunteer in schools
- solve personal problems
- provide service to communities

**Holland Code**
**ENTERPRISING (PERSUADERS)**

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

**Are you?**
- assertive
- energetic
- persuasive
- ambitious
- optimistic

**Can you?**
- initiate projects
- give speeches
- create persuasive presentations
- lead a large group
- develop organizational

**Like to?**
- run a political campaign
- make decisions
- meet others in positions of power
- take on leadership roles

**Career Possibilities**
- Advertising Executive (ESA)
- Attorney (ESA)
- Business Manager (ESC)
- Buyer (ESA)
- Chamber of Commerce Executive (ESA)
- Customer Service Manager (ESA)
- Education Administrator (ESC)
- Emergency Medical Technician (ESI)
- Entrepreneur (ESA)
- Financial Planner (ESR)
- Foreign Service Officer (ESA)
- Lobbyist (ESA)
- Politician (ESA)
- Public Relations Representative (EAS)
- Sales Representative (ERS)
- Stockbroker (ESI)
- Tax Accountant (ECS)

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**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.

**Career Possibilities**
- Accountant (CSE)
- Actuary (CIE)
- Budget Analyst (CER)
- Business Programmer (CRI)
- Catalog Librarian (CSE)
- Computer Operator (CSR)
- Congressional District Aide (CES)
- Court Reporter (CSE)
- Customs Inspector (CEI)
- Dental Assistant (CRS)
- Editorial Assistant (CSI)
- Gaming Dealer (CER)
- Insurance Underwriter (CSE)
- Law Clerk (CIE)
- Medical Records Technician (CSE)
- Museum Registrar (CSE)
- Tax Consultant (CES)

**Are you?**
- efficient
- conscientious
- well-organized
- methodical
- persistent

**Can you?**
- use a database
- abide by deadlines
- work with a system
- file large quantities of paper work
- keep accurate records

**Like to?**
- follow procedures
- work with numbers
- type
- use data processing equipment
- collect & organize
## UNIVERSITY OF MISSOURI MAJORS HOLLAND CODES

<table>
<thead>
<tr>
<th>College of Agriculture, Food, &amp; Natural Resources</th>
<th>College of Business</th>
<th>College of Education</th>
<th>College of Engineering</th>
<th>College of Human Environmental Sciences</th>
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<td>Business Administration (ESC)</td>
<td>Early Childhood Education (SEC)</td>
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<td>Elec. Engineering (IRE)</td>
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<td>Rural Sociology (IES)</td>
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**College of Arts & Science**

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**NEXT STEPS**

- Come to the MU Career Center to talk with someone about how your Holland code can be used during your career planning.
- Visit our Handouts link on [http://career.missouri.edu/resources](http://career.missouri.edu/resources) to download other handouts in our Career and Major Exploration series.

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**Holland Code**

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