

Holland Occupational Themes — Characteristics

REALISTIC — “DOERS”					
Are You:		Can You:		Like To:	
	Practical		Repair things		Tinker with mechanics
	Athletic		Solve mechanical problems		Work outdoors
	Straight forward		Pitch a tent		Work out
	Mechanically inclined		Play a sport		Create/build things
	Handy, good with tools & machinery		Read a blueprint, follow schematics		Cook, BBQ, make meals
	Coordinated		Work on cars, bikes		Work with animals/plants
INVESTIGATIVE — “THINKERS”					
Are You:		Can You:		Like To:	
	Intellectual		Think abstractly		Explore ideas
	Curious		Solve math problems		Figure out solutions
	Analytical		Understand physical theories		Work independently
	Observant		Do complex calculations		Perform lab experiments
	Precise		Analyze data & stats		Do research
	Interested in math, science, physics		Read/write/follow instructions		Understand the physical world
ARTISTIC — “CREATORS”					
Are You:		Can You:		Like To:	
	Creative		Sketch, draw, paint		Go to concerts, museums, galleries
	Expressive		Play a musical instrument		Read fiction, plays, poetry
	Imaginative		Write, sing, act, dance		Work on crafts
	Innovative		Design fashions or interiors		Take/edit photographs
	Individualist		Think creatively “outside the box”		Make music
	Prone to emotion		Create a fancy meal		Present meals artistically
SOCIAL — “HELPERS”					
Are You:		Can You:		Like To:	
	Empathetic		Teach/train others		Work in groups
	Helpful		Express yourself clearly		Give advice/help people
	Idealistic		Lead a group discussion		Participate in group activities
	Insightful		Mediate disputes		Provide service/work on a cause
	Friendly/kind		Coordinate social activities & events		Support/take care of others
	Understanding		Collaborate with others		Play team sports
ENTERPRISING — “PERSUADERS”					
Are You:		Can You:		Like To:	
	Self-confident		Initiate projects		Make decisions
	Assertive/persuasive		Convince people to do it your way		Start your own business or club
	Sociable		Sell things/promote ideas		Promote ideas or products
	Entrepreneurial		Give talks or speeches		Meet important people
	Enthusiastic		Organize activities & events		Win leadership/sales awards
	Ambitious/Competitive		Lead a group		Influence others
CONVENTIONAL — “ORGANIZERS”					
Are You:		Can You:		Like To:	
	Neat/orderly		Work well within a system		Follow clearly defined procedures
	Accurate		Complete a lot in a short time		Collect/organize info & things
	Numerically inclined		Keep accurate records		Create & complete “to do” lists
	Methodical		Set up procedures		Work in an office environment
	Efficient		Write effective business letters/emails		Participate in orderly activities
	Detail oriented		Work with numbers		Have structure in place