

**DELTA COLLEGE  
COUNSELING/ADVISING & CAREER SERVICES**

**HOLLAND PERSONALITY TYPES  
A CLASSIFICATION SYSTEM**

Read the following descriptions. Concentrate on your first three choices. As you read, underline statements or words you feel you agree with.

Once you complete this exercise don't think the ultimate career decision has been made. Your results will need to be sharpened and refined.

Can you recall examples of when this description most fit you? What changes would you make in your profile?

**1. Realistic (R)**

**THING** person who lives in his/her body  
Independent/practical/physically strong/  
often aggressive/conservative  
Uses hands/eyes to explore things  
Uses body skillfully, rather than words,  
thoughts or feelings  
Requires physical coordination, strength,  
agility, logic  
Enjoys risk, excitement, being outdoors, concrete  
problems, money, using tools, large machinery  
Solves problems by doing

**4. Social (S)**

**PEOPLE** person who lives in his/her feelings  
Concerned leader/sensitive/humanistic/  
supportive/responsible  
Uses feelings, words, ideas, to work with  
people, rather than physical activity or things  
Requires empathy, tact, perceptiveness,  
insight, genuineness  
Enjoys closeness, sharing, groups,  
unstructured activity, being in charge  
Solves problems by feeling

**2. Investigative (I)**

**DATA** person who lives in his/her mind  
Independent/curious/intellectual/  
introspective/unconventional  
Uses reading/instruments to explore ideas  
Uses mind/information to achieve, rather than  
association with people and things  
Requires mental ability, logic, insight  
Enjoys challenge, variety, and complicated  
abstract problems  
Solves problems by thinking

**5. Enterprising (E)**

**PEOPLE** person who lives in his/her project  
Energetic/independent/enthusiastic/confident/  
dominant/political  
Uses mind, words, feelings to deal with  
people and achieve  
Requires sensitivity, verbal ability, assertion  
Enjoys organizing, persuading, leading,  
managing, excitement, variety, status, power,  
money  
Solves problems by risking

**3. Artistic (A)**

**DATA/THING** person who lives in his/her mind,  
body, and feelings  
Creative/sensitive/aesthetic/independent/introspective/  
expressive/not outwardly social  
Uses hands/eyes/mind to create new things  
Requires good eyes, ears, intelligence, perception of  
color, form, sound, and feelings  
Enjoys beauty, unstructured activity, variety,  
interesting and unusual sights and sounds, textures,  
people  
Solves problems by creating

**6. Conventional (C)**

**DATA** person who lives in his/her orderliness  
Placid/orderly/careful/accurate  
Uses mind, eyes, hands to carry out tasks  
Enjoys order, certainty, security, identifying  
with power, status  
Solves problems by following rules

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