Exploring Holland Codes, Careers, and College Majors Curriculum

by

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Have a great day,
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Career Planning – Gaining Knowledge of Self and Occupations

**Career planning** uses self-assessment instruments and career exploration tools to discover vocational interests, skills, abilities, values, and behavior styles.
Step One – Awareness, Knowledge, and Assessment

Gain knowledge and understanding of -

- Personality styles
- Interests
- Abilities
- Skills
- Values
- Occupations
The Holland Hexagon Model shows the relationships between Ideas, People, Data, and Things.
Which Holland Code?
Exploring Holland Codes and Occupations

Holland Codes Occupational Posters match Holland Codes to Careers.

Each card or poster comes with a picture, Holland Personality Type, and 2 or 3-letter Holland Code.
Holland Codes Occupational Cards or Posters

Photographer
Artistic (ARS)
## Exploring Holland Codes and Careers

### Playing Cards

<table>
<thead>
<tr>
<th>Likes</th>
<th>Neutral</th>
<th>Dislikes</th>
</tr>
</thead>
<tbody>
<tr>
<td>If you like an occupation, place the Playing card in this box.</td>
<td>If you do not like or dislike an occupation, place the Playing card in this box.</td>
<td>If you dislike an occupation, place the Playing card in this box.</td>
</tr>
</tbody>
</table>
Self-Directed Search

- Holland Career Model is the basis for the SDS.
- People, occupations, and work environments can be classified in one of the six Holland types: Realistic, Investigative, Artistic, Social, Enterprising, and Conventional.
- People are more comfortable when they are in a compatible work environment.
Self-Directed Search (2)

- Using a 2 or 3-letter code, the Self-Directed Search matches interests and abilities to a list of careers and college majors.

- **Occupations Finder** matches Holland Codes to 1,309 occupations.
Taking the Self-Directed Search

R

Fix electrical things. Or

Fix broken things. Or

Fix wooden things. Or

Fix plastic things.
Realistic Personality

- An individual with a **Realistic Personality** has -
  - Mechanical aptitude
  - Manual dexterity
  - Physical coordination
  - Fine Motor skills
  - A preference for hands-on learning experiences and practical application
Investigative Personality

- A person with an Investigative Personality
  - Invents
  - Researches
  - Solves problems
  - Works with ideas
  - Has computer aptitude
  - Loves knowledge
Artistic Personality

- An individual with an **Artistic Personality** enjoys
  - Writing
  - Acting
  - The Arts
  - Music
  - Linguistics
  - Creative design
  - Creative expression
Social Personality

- Someone with an **Social Personality** likes to
  - Teach
  - Listen
  - Serve
  - Work with others
  - Show empathy
  - Learn in groups
  - Be cooperative
Enterprise Personality

- Individuals with Enterprise Personalities
  - Speak publicly
  - Sell products and services
  - Persuade
  - Manage people and projects
  - Take action
  - Enjoy adventure
  - Lead
  - Like setting goals
Conventional Personality

- A person with an **Conventional Personality**
  - Organizes
  - Attends to detail
  - Manages time
  - Sets priorities
  - Likes to handle things in a systematic manner
  - Prefers to be accurate
  - Desires to be efficient
# Holland Career Personalities

<table>
<thead>
<tr>
<th>Characteristics</th>
<th>REALISTIC</th>
<th>INVESTIGATIVE</th>
<th>ARTISTIC</th>
<th>SOCIAL</th>
<th>ENTERPRISING</th>
<th>CONVENTIONAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strengths</td>
<td>Manipulates tools, Possesses mechanical, manual, or athletic ability</td>
<td>Works with abstract ideas and intellectual problems</td>
<td>Uses imagination and feelings in creative expression</td>
<td>Interacts with people, concerned with the welfare of people</td>
<td>Leads, manages, and organizes</td>
<td>Orders activities paying attention to details</td>
</tr>
<tr>
<td>Prefers to deal with</td>
<td>Things</td>
<td>Ideas and Things</td>
<td>Ideas and People</td>
<td>People</td>
<td>Data and People</td>
<td>Data and Things</td>
</tr>
</tbody>
</table>
# Holland Career Personalities (2)

<table>
<thead>
<tr>
<th>Careers</th>
<th>REALISTIC</th>
<th>INVESTIGATIVE</th>
<th>ARTISTIC</th>
<th>SOCIAL</th>
<th>ENTERPRISING</th>
<th>CONVENTIONAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Craftsman, Fitness Trainer, Optician, Policemen, Fire Fighter, Physical Education Teacher</td>
<td>Biologist, Chemist, Historian, Researcher, Doctor, Mathematician</td>
<td>Artist, Musician, Actor/Actress, Designer, Writer, Photographer</td>
<td>Teacher, Clergy, Coach, Therapist, Nurse, Counselor, Sociologist</td>
<td>Manager, Producer, Lawyer, Business/Marketing Executive, Entrepreneur, Principal</td>
<td>Accountant, Banker, Editor, Office Manager, Librarian, Reporter</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Possible College Majors</th>
<th>REALISTIC</th>
<th>INVESTIGATIVE</th>
<th>ARTISTIC</th>
<th>SOCIAL</th>
<th>ENTERPRISING</th>
<th>CONVENTIONAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business, Accounting, Management</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Holland Model and Careers

### Holland Personalities

<table>
<thead>
<tr>
<th>Realistic</th>
<th>Investigative</th>
<th>Artistic</th>
<th>Social</th>
<th>Enterprising</th>
<th>Conventional</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Careers</strong></td>
<td>Engineer</td>
<td>Chemist</td>
<td>Designer</td>
<td>Teacher</td>
<td>Manager</td>
</tr>
<tr>
<td><strong>Careers</strong></td>
<td>Technician</td>
<td>Physician</td>
<td>Musician</td>
<td>Nurse</td>
<td>Lawyer</td>
</tr>
</tbody>
</table>
Step Two – Educational and Occupational Exploration

Perform career research by –
- Perform internet occupational search
- Perform information interview
- Perform job shadowing

Identify potential careers

Begin narrowing career options by -
- Identify career interest
- Identify the desired salary path
- Identify the working conditions desired
- Identify possible educational courses required
Step Three - Career Planning

 Students perform career problem solving and decision making to identify college major

• Identify any steps necessary to achieve career and educational goals.
• Gather information on each step.
• Judge the pros and cons of each step.
• Select best alternative.
• Formulate plan to carry out alternative.
• Make commitment to carry out alternative.
• Accept responsibility for decision.
## Holland Model and College Majors

<table>
<thead>
<tr>
<th>Holland Personalities</th>
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<th>Social</th>
<th>Enterprising</th>
<th>Conventional</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>College Majors</strong></td>
<td>Medical Assistant</td>
<td>Economics</td>
<td>Fine Art</td>
<td>Education</td>
<td>Communication</td>
<td>Accounting</td>
</tr>
<tr>
<td><strong>College Majors</strong></td>
<td>Diver</td>
<td>Geology</td>
<td>Music</td>
<td>Humanities</td>
<td>Administration</td>
<td>Office Management</td>
</tr>
</tbody>
</table>