

## LEARNING FOR LIFE

Resource Center of Arizona™

4133 E. Siesta Lane, Phoenix, AZ 85050

(602) 569-1050

Customer Service: [learning4life@qwest.net](mailto:learning4life@qwest.net)

<http://www.learning4liferesources.com>

### *“Helping Others Improve Their Lifestyles”*

Hello,

Thank you for your interest in the Learning for Life web site, Holland Code Career Model, and Holland Code Resources. We have enclosed additional information about Three Steps in the Career Planning Process, Holland Career Model, and the Self-Directed Search Assessment.

The Self-Directed Search Assessment is an excellent product. The Self-Directed Search is widely used by over 22 million people worldwide. The Search is translated into 25 different languages and is supported by over 500 research studies. The basis for the Self-Directed Search Assessments is the Holland Career Model. Assessments provide information that links job personalities and key characteristics to college majors, hobbies, abilities, and related careers. The basis of the assessments is the identification of a two or three-letter RIASEC or Holland code. The assessment will help you complete Step One in the Career Planning Process - Awareness, Knowledge, and Assessment.

We have created additional Holland Code materials. In our Career Planning Curriculum, there are –

- *Exploring Careers and College Majors Career Planning Activity Sheets*
- Self-Directed Search Assessment and Occupational Finder
- Holland Code Curriculum and Poster CD-ROM's

Please visit the Holland Codes web page – <http://www.learning4liferesources.com/hollandcodes.html>

Have a great day,

Mary Askew

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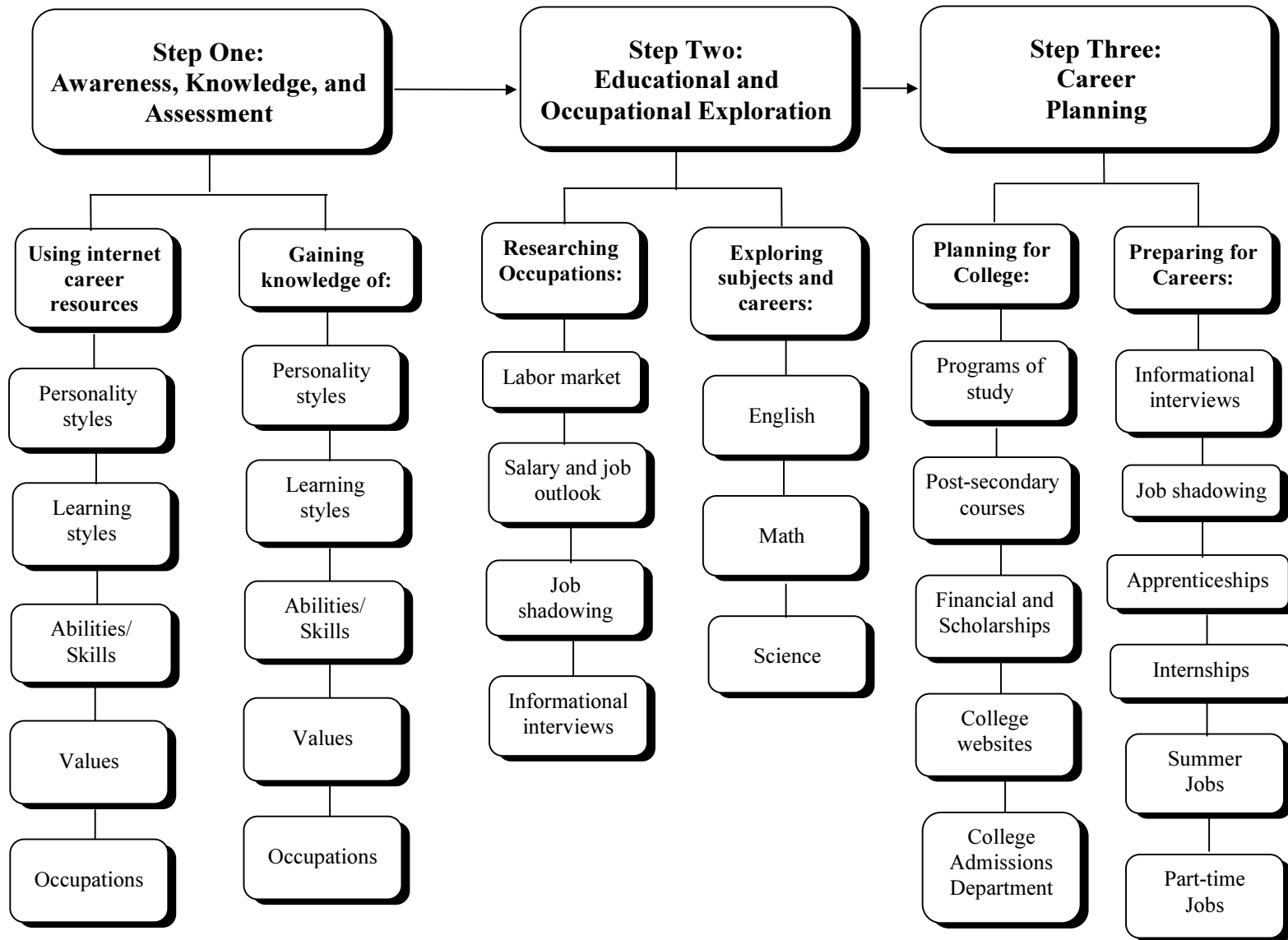
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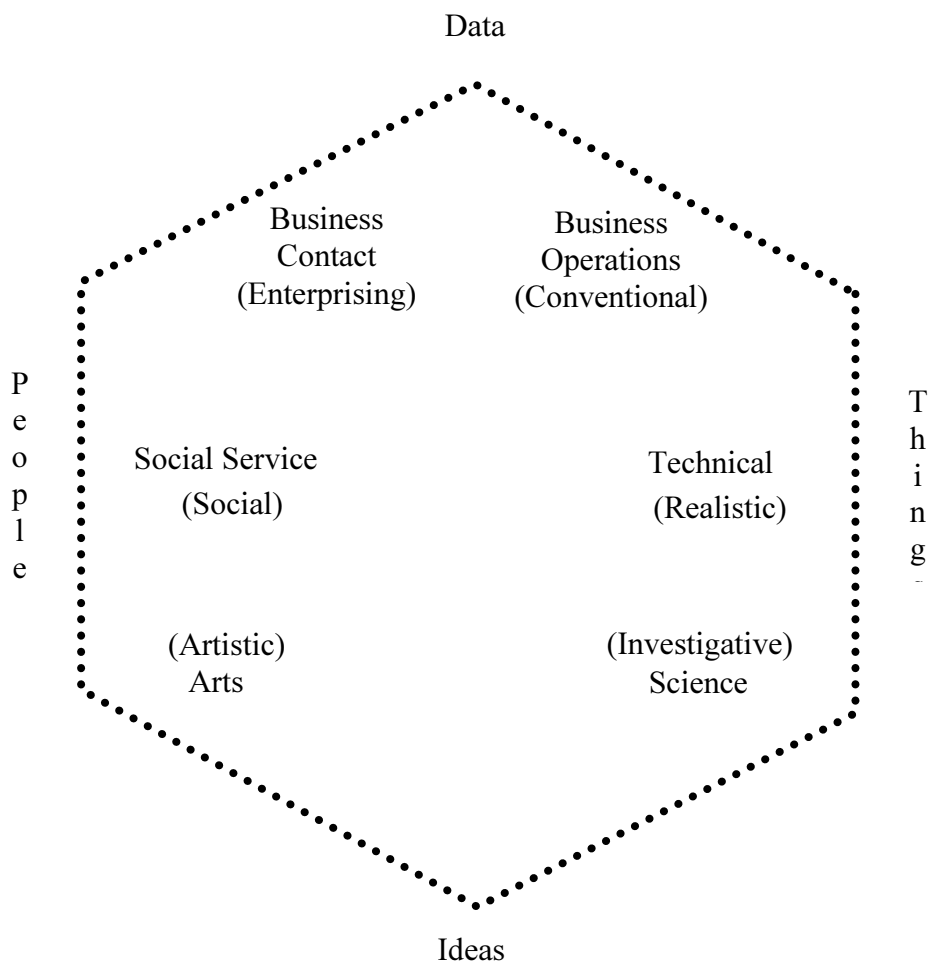
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## Three Steps in the Career Planning Process



## Holland Personality Types, Codes, and Hexagon Model



John Holland (1985) developed a system of personality types to classify jobs into job categories, interest clusters, or work personality environments. The system is the Holland Hexagon Model or Holland Codes. In the Holland Model, these categories represent work personalities. The personalities were Realistic, Investigative, Artistic, Social, Enterprising, and Conventional. Assessments using Holland typology link vocational interests to job families using a three-letter RIASEC or Holland code. Different assessments provide information on the relationship between these job personalities and key characteristics, college majors, hobbies, abilities, related careers.

### Holland Career Assessments Web Sites

- Career Key - <http://www.careerkey.org/english>
- Sample Self Assessment Exercise - <http://www.soicc.state.nc.us/SOICC/planning/c1a.htm>

## Holland Personalities

	<b>REALISTIC</b>	<b>INVESTIGATIVE</b>	<b>ARTISTIC</b>	<b>SOCIAL</b>	<b>ENTERPRISING</b>	<b>CONVENTIONAL</b>
<b>Characteristics</b>	Frank, Practical, Focused, Mechanical, Determined, Rugged	Analytical, Intellectual, Reserved, Independent, Scholarly, Judgmental	Complicated, Original, Impulsive, Independent, Expressive, Creative	Helping, Informing, Teaching, Inspiring, Counseling, Serving	Persuasive, Energetic, Sociable, Adventurous, Ambitious, Risk-taking	Careful, Conforming, Conservative, Conscientious, Self-controlled, Structured
<b>Strengths</b>	Manipulates tools, Possesses mechanical, manual, or athletic ability	Works with abstract ideas and intellectual problems	Uses imagination and feelings in creative expression	Interacts with people, concerned with the welfare of people	Leads, manages, and organizes	Orders activities paying attention to details
<b>Prefers to deal with:</b>	Things	Ideas and Things	Ideas and People	People	Data and People	Data and Things
<b>Careers</b>	Craftsman, Fitness Trainer, Optician, Policemen, Fire Fighter, Physical Education Teacher	Biologist, Chemist, Historian, Researcher, Doctor, Mathematician	Artist, Musician, Actor/ Actress, Designer, Writer, Photographer	Teacher, Clergy, Coach, Therapist, Nurse, Counselor, Sociologist	Manager, Producer, Lawyer, Business/ Marketing, Executive, Entrepreneur, Principal	Accountant, Banker, Editor, Office Manager, Librarian, Reporter
<b>Possible College Majors</b>	Justice Studies, Fire Science, Athletic Training, Martial Arts, Corporate Fitness, Physical Education	Biology, Chemistry, Nursing, Pre-Medicine, Mathematics, History	Art, Theater, Graphic Design, Music, Journalism, Communication	Nursing, Christian Education, Counseling, Biblical Studies, Social Science, Education	Pre-Law, Business Management and Administration, International Business, Political Science	Business, Accounting, Management