



Career Exploration Holland Personality Types

Student-driven career exploration begins with self-discovery. As students become more aware of their individual strengths, interests, and preferred styles of learning, they become more invested and intentional when making academic and career planning decisions.

John Holland was an American psychologist who devoted his professional life to researching issues related to career choice and satisfaction. Holland developed a well-known theory that proposes certain personality factors can influence an individual's career choices. He designed several assessments and supporting materials to assist people in making effective career choices, and his theory and diagnostic tools have been used worldwide, and are supported by hundreds of research studies.

Holland found that people needing help with career decisions could be supported by understanding their resemblance to the following six personality types:

- Realistic (R)
- Investigative (I)
- Artistic (A)
- Social (S)
- Enterprising (E)
- Conventional (C)

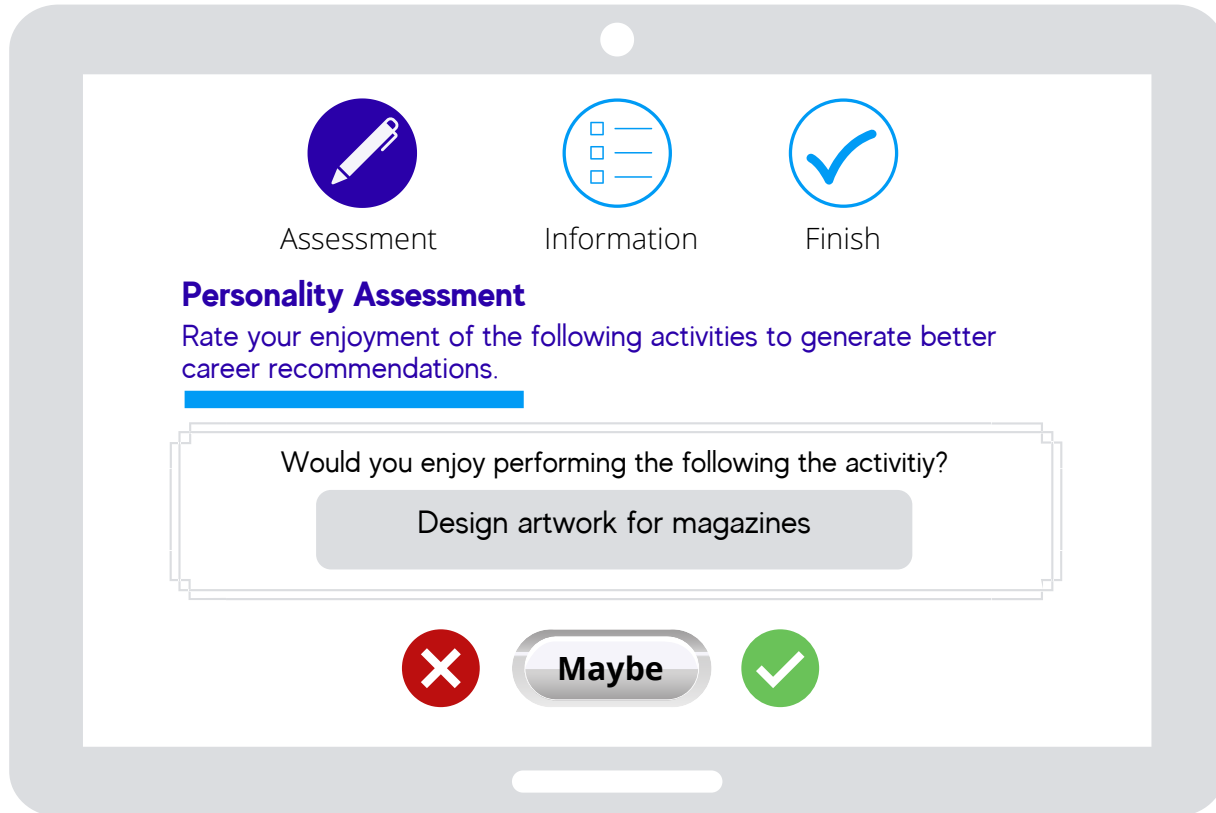
Providing students with opportunities to inventory their interests as they align with Holland's personality theory, helps to broaden their knowledge of career paths and industries they are most likely to be compatible with.

Our district has partnered with MajorClarity, a comprehensive online education platform providing user-friendly career exploration, academic planning, and post-secondary preparation tools to our students. Upon their initial login to the MajorClarity platform, students will be prompted to complete a *Personality Assessment* that calculates their percentage of compatibility among each of the six personality types.

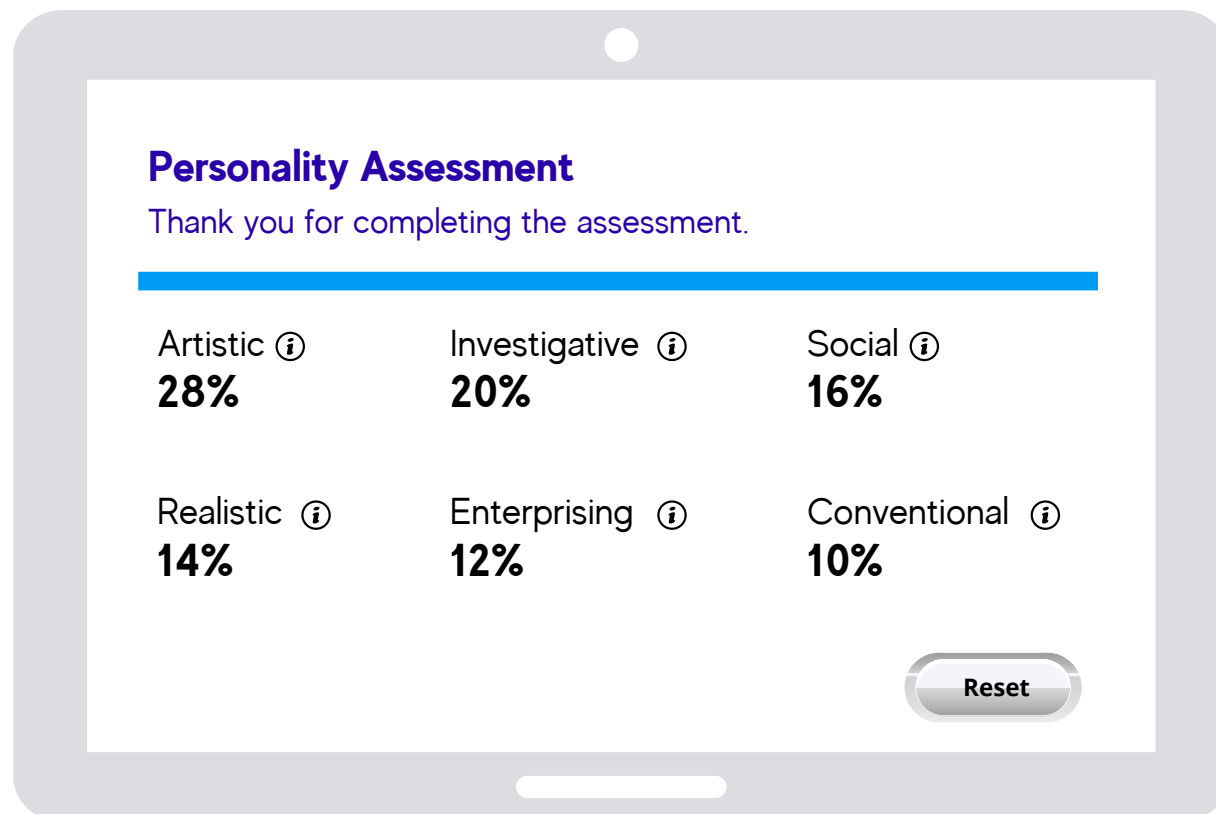
The results on this initial assessment generate individualized career path "fit score" projections, with the ratings serving as the launchpad for student-driven career exploration. As students complete career path test drive activities, watching video interviews with experts in their fields and working through career simulation activities with authentic workplace scenarios, they will assign compatibility ratings using a "Score your fit" tool, further refining career path "fit score" projections, and personalizing the career exploration experience.



1 MajorClarity Personality Assessment



2 Assessment Results



3 Career Path Fit Scores

Career Exploration

Explore the career paths that might interest you based on your skills and strengths.

Majors or Careers

Strengths

Cluster

Filter by

Biotechnology

Biotechnology combines biology and technology to develop new products that make living easier and humans healthier. This could include creating medicines, modifying genes...

Fit Score 90% ★

Learn more
Watch an interview with a pro
Try it out

Horticulture

Horticulture involves growing and harvesting flowers, fruits, vegetables, and plants. This might include working in a greenhouse to support plant conservation, providing landscape...

Fit Score 86% ★

Learn more
Watch an interview with a pro
Try it out

Social Work

Social Work careers involve helping individuals, families, groups, and communities to better their well-being. This could include helping people develop their skills, teaching people...

Fit Score 82% ☆

Learn more
Watch an interview with a pro
Try it out

4 Career Path Test Drives

CRIMINAL JUSTICE ★

Criminal Justice work deals with crime prevention and intervention, promoting community safety, and supporting victims. This could include monitoring events for security, patrolling communities, working in the court system, guarding prisoners, or pursuing criminal investigations.

Cluster: Law, Public Safety, Corrections, and Security

LEARN FROM A PROFESSIONAL

Is Criminal Justice right for you? Watch an interview with a professional to learn right from the source.

[WATCH AN INTERVIEW](#)

TRY A CRIMINAL JUSTICE RELATED ACTIVITY

Would you enjoy doing this type of work? Try a Criminal Justice related activity to find out.

[START ACTIVITY](#)

Score your fit

Based on this activity, please score how well you think you would fit in this career path.

○

○

○

○

Bad
Okay
Good
Great



Career Exploration Holland Personality Types

Artistic

Artistic people (Creators) have artistic, innovating, or intuitional abilities and like to work in unstructured situations using their imagination and creativity. They often prefer creative, original, and unsystematic activities that allow creative expression. Their traits often include spontaneous, imaginative, disorderly, idealistic, emotional, and impractical. They excel at tasks that are literary, verbal, visual, and aesthetic. They like art, music, dance, drawing, painting, sculpting, drafting, writing, drama, communicating, design, and fashion. Artistic careers frequently involve working with forms, designs and patterns. They often require self-expression and the work can be done without following a clear set of rules.

Compatible Career Clusters

Arts, A/V tech & communications | Education & training | Hospitality & tourism | Human services | Marketing

Investigative

Investigative people (Thinkers) like to observe, learn, investigate, analyze, evaluate, or solve problems. They often prefer working with theory and information, thinking, organizing, and understanding. Their traits often include analytical, curious, and independent. They excel at tasks that are scholarly, scientific, technical, or medical. They enjoy activities that involve thought, observation, investigation, exploration, and discovery. They are avid readers. They like to solve problems, perform experiments, and conduct research. Investigative careers frequently involve working with ideas, and require an extensive amount of thinking. These occupations can involve searching for facts and figuring out problems mentally.

Compatible Career Clusters

Health science | Information technology | Law, public safety, corrections, & security | STEM

Social

Social people (Helpers) like to work with people to enlighten, inform, help, train, or cure them, or are skilled with words. They often prefer activities that involve helping, healing, or developing others. Their traits often include cooperative, friendly, sociable, and understanding. They excel at socializing, helping others, and teaching. They like tasks that involve teamwork, social interaction, relationship building, and improvement of society. They enjoy activities that are public, humanitarian, educational, philanthropic, interpersonal, and service-oriented. Social careers frequently involve working with, communicating with, and teaching people. These occupations often involve helping or providing service to others.

Compatible Career Clusters

Arts, A/V tech, & communications | Education & training | Government & public administration
Health science | Human services | Law, public safety, corrections, & security | Marketing



Career Exploration Holland Personality Types

Realistic

Realistic people (Doers) have athletic ability, prefer to work with objects, machines, tools, plants or animals, or to be outdoors. They often prefer physical activities that require skill, strength, and coordination. Their traits often include genuine, stable, conforming, and practical. They are doers. They are no-nonsense, down-to-earth individuals. They excel at tasks that are tactile, physical, athletic, or mechanical. Realistic careers frequently involve work activities that include practical, hands-on problems and solutions. They often deal with plants, animals, and real-world materials like wood, tools, and machinery. Many of the occupations require working outside, and do not involve a lot of paperwork or working closely with others.

Compatible Career Clusters

[Agriculture, food, & natural resources](#) | [Architecture & construction](#) | [Arts, A/V tech, & communications](#) | [Health science](#) | [Hospitality & tourism](#) | [Information technology](#) | [Law, public safety, corrections, & security](#) | [Manufacturing](#) | [STEM](#) | [Transportation, distribution, & logistics](#)

Enterprising

Enterprising people (Persuaders) like to work with people, influencing, persuading, leading or managing for organizational goals or economic gain. They often prefer competitive environments, leadership, influence, selling, and status. Their traits often include ambitious, domineering, energetic, and self-confident. They excel at leadership, business, politics, public speaking, and salesmanship. They possess an entrepreneurial spirit. They like influencing others, being in charge, taking risks, debating, and competing. Enterprising careers frequently involve starting up and carrying out projects. These occupations can involve leading people and making many decisions. Sometimes they require risk taking and often deal with business.

Compatible Career Clusters

[Health science](#) | [Information technology](#) | [Law, public safety, corrections, & security](#) | [STEM](#) | [Business management & administration](#) | [Marketing](#)

Conventional

Conventional people (Organizers) like to work with data, have clerical or numerical ability, carry out tasks in detail, or follow through on others' instructions. They often prefer precise, rule-regulated, orderly, and unambiguous activities. Their traits often include conforming, efficient, practical, unimaginative, and inflexible. They excel at accounting, statistics, computers, and clerical tasks. They like mathematics, numerical activities, and office settings. Conventional careers frequently involve following set procedures and routines. These occupations can include working with data and details more than with ideas. Usually there is a clear line of authority to follow.

Compatible Career Clusters

[Architecture & construction](#) | [Business management & administration](#) | [Finance](#) | [Health science](#) | [Manufacturing](#) | [Marketing](#) | [Transportation, distribution, & logistics](#)