Dr. John Holland’s theory of career development states that jobs, people, and work environments can be loosely classified into the categories below. While you may have interest in many of the areas below, you might find yourself more attracted to primarily two or three of them. This becomes your Holland Code!

Activity: imagine walking into a room to find these groups of people. Read the descriptions and circle the first group that you would primarily be attracted to, then the second, and third if you have one. This becomes your Holland Code!

People who prefer data, have numerical ability, carry out tasks in detail or follow through on others’ instructions. Prefer organization and order to things and data.  
Holland Descriptor: Enterprising

People who like to work with other people, influence them, or persuade them towards their own goals. Prefer leading or managing other people for goals or economic gain.  
Holland Descriptor: Social

People who like to work with ideas and people and have artistic and creative ability. Innovators who like to work with unstructured situations using imagination and creativity.  
Holland Descriptor: Artistic

People who prefer to work with machines, outside, or with their hands. Like objects and things such as tools, plants, animals, or other concrete things.  
Holland Descriptor: Realistic

People who like to observe ideas, people, and things. Prefer investigative activities, evaluating situations, and solving problems.  
Holland Descriptor: Investigative

What to do next: check out http://www.onetonline.org/find(descriptor/browse/Interests/) for and advanced search of careers based on Holland’s Codes. This will help you generate an idea of career paths and work environments that might interest you. Take this with you to an appointment with Mihaylo Career Services for further conversation.
Join the Party!

Please go to [http://www.onetonline.org/find(descriptor/browse/Interests)](http://www.onetonline.org/find(descriptor/browse/Interests)) and click on the corresponding Holland category to read about relevant career paths. You will also have the option to enter in the next two Holland codes you have considered from this assignment to generate a more specific list of possible career paths. As part of this assignment, please answer the following questions:

**What did you choose for your Holland Code?**

**List out at least 5 career paths from the list that you have found interest?**

**Select TWO of the career paths that interest you and, in your own words, describe the knowledge, skills, and abilities you will need to attain that career goal:**