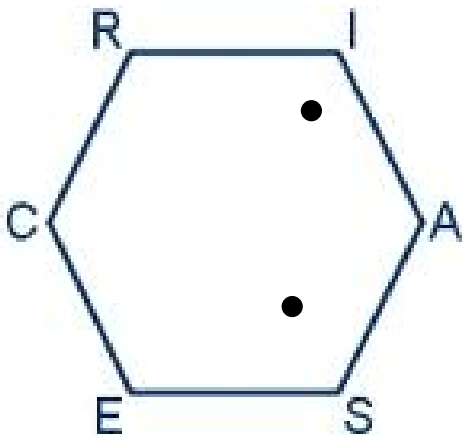


15 minutes - Discussion of Holland Code

Using the Holland Code to guide you in your career search.

What is the Holland Code? John L. Holland was a psychologist from Johns Hopkins University who had a theory that “the choice of a vocation is an expression of personality”. According to the Committee on Scientific Awards, “his research shows that personalities seek out and flourish in career environments they fit and that jobs and career environments are classifiable by the personalities that flourish in them”. The US government obviously agreed so they adopted his model at the US Dept of Labor. Find out more at <http://online.onetcenter.org>



He developed the Holland Hexagon. Each letter represents a particular work environment and is matched to a particular personality trait or task. People search for environments where they can use their skills and abilities and express their values and attitudes.

Realistic = Doer
Investigative = Thinker
Artistic = Creator
Social = Helper
Enterprising = Persuader
Conventional = Organizer

* This is not to say that there are only six type of people, what it means is that we can be associated with each of the six types in order of preference. See below graphic.

