



Holland Interest Themes Exercise

Read each of the six theme descriptions of people, interests, and skills. In the spaces at the bottom, write the names of the three themes that describe you the best, second best, and third best. Then highlight the words that best describe you within each of the three themes using the highlighting tool in the toolbar above.

R	Realistic – People who have athletic or mechanical ability, prefer to work with objects, machines, tools, plants, or animals, or to be outdoors.
I	Investigative – People who like to observe, learn, investigate, analyze, evaluate, or solve problems.
A	Artistic – People who have artistic, innovating or intuitional abilities, and like to work in unstructured situations, using their imagination or creativity.
S	Social – People who like to work with people – to inform, enlighten, help, train, develop, or cure them, or are skilled with words.
E	Enterprising – People who like to work with people – influencing, persuading, leading or managing for organizational goals or for economic gain.
C	Conventional – People who like to work with data, have clerical or numerical ability, carrying things out in detail or following through on others instructions.

1. _____ 2. _____ 3. _____

Based on John Holland's vocational personalities from Making Vocational Choices: A Theory of Careers, 3rd Edition, Psychological Assessments Resources, 1997.

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