



CONNECTING SKILLS WITH HOLLAND INTERESTS AND VALUES THEMES

Use this guide to note overlapping themes across SkillScan’s skills, Holland Interests and Values Assessment Exercise

Holland Interest Themes	SkillScan Skill Categories	SkillScan Activity-Based Values
<p>Realistic People who have athletic or mechanical ability who prefer to work with objects, machines, tools, plants, or animals; or to be outdoors.</p>	<p>Physical/Technical Physical interaction skills used to work with machines and technology.</p>	<p>Adventure Competition Physical Challenge</p>
<p>Investigative People who like to observe, learn, investigate, analyze, evaluate, or solve problems.</p>	<p>Analytical Information management and evaluation skills applied to achieve goals.</p>	<p>Intellectual Challenge Mastery/Expertise New Ideas/Learning</p>
<p>Artistic People who have artistic, innovating, or intuitional abilities; and like to work in unstructured situations using their imagination or creativity.</p>	<p>Creative Non-linear information processing skills used to formulate ideas and adapt to needs and problems.</p>	<p>Artistic Expression Creativity Self-Expression</p>
<p>Social People who like to work with people to inform, enlighten, help, train, develop, or cure them; or who are skilled with words.</p>	<p>Relationship Interpersonal skills that directly aid individuals and groups to work together.</p>	<p>Altruism Contributing Help Others</p>
<p>Enterprising People who like to work with people in influencing, persuading, leading, or managing for organizational goals or for economic gain.</p>	<p>Management/Leadership Organizational, facilitative, and leadership skills used to accomplish goals.</p> <p>Communication Verbal and written communication skills used for interaction.</p>	<p>Achievement Leadership Power and Influence</p>
<p>Conventional People who like working with data, carrying things out in detail or following through on others’ instructions, and have clerical or numerical ability.</p>	<p>Management/Leadership Organizational, facilitative, and leadership skills used to accomplish goals.</p>	<p>Details Organization Supervision</p>