

# Guide for Connecting Skills with Holland Interests and Values Themes

Use this guide to deepen your understanding of the overlapping themes across Holland themes, SkillScan's Skill Categories, and Activity-Based Values.

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