

# HOLLAND PACKET

The following pages contain characteristics, values, academic, and career ideas for each of the Holland Codes. Use the Holland Code Checklist and Summary Page to help you identify your Holland Code and remember the characteristics and academic and career directions you'd like to explore further. If you already know your Holland Code, use these pages to help you explore majors and careers.

## Realistic (Doers)

People who have athletic or mechanical ability, prefer to work with objects, machines, tools, plants or animals, or to be outdoors.

- Straightforward/frank
- Mechanically inclined
- Concrete
- Self-controlled
- Independent
- Systematic
- Reliable

### How they Describe Themselves

- Practical
- Thrifty
- Persistent
- Adventurous
- Physically Strong
- Down-to-earth
- Handy
- Self-reliant
- Well-coordinated
- Natural
- Sensible
- Athletic

- Making things work
- Common sense
- Bodily strength

### What they Value

- Craftsmanship
- Physical challenge
- Tradition
- Dependability
- Practicality

- Anthropology
- Biological Science
- Kinesiology

### LMC Majors for Transfer

- Computer Science
- Chemistry
- Physics

- Architectural Technology (RIE)
- Civil Engineering Technology (RIC)
- Computer Network Administration (RIC)
- Computer Software Specialist (IR)
- Construction Engineering Technology (REC)
- Drafting & Design Technology (RIE)
- Electrical Engineering Technology (RIE)

### 4-Year College Majors

- Electronics Engineering Technology (RIS)
- Engineering Technology (RCI)
- Law Enforcement Technology (RIS)
- Mechanical Engineering (RIS)
- Mechanical Engineering Technology (RIE)
- Supply Chain Management (RES)

- Air Traffic Controller (SER)
- Archaeologist (IRE)
- Athletic Trainer (SRE)
- Cartographer (IRE)
- Commercial Airline Pilot (RIE)
- Commercial Drafter (IRE)
- Corrections Officer (SER)
- Dental Technician (REI)
- Farm Manager (ESR)
- Fish and Game Warden (RES)
- Practical Nurse (SER)
- Property Manager (ESR)
- Recreation Manager (SER)
- Service Manager (ERS)

### Some Career Possibilities (Holland Code)

- Floral Designer (RAE)
- Forester (RIS)
- Geodetic Surveyor (IRE)
- Industrial Arts Teacher (IER)
- Laboratory Technician (RIE)
- Landscape Architect (AIR)
- Mechanical Engineer (RIS)
- Optician (REI)
- Petroleum Geologist (RIE)
- Police Officer (SER)
- Software Technician (RCI)
- Ultrasound Technologist (RSI)
- Vocational Rehabilitation
- Consultant (ESR)

# Investigative (Thinkers)

People who like to observe, learn, investigate, analyze, evaluate, or solve problems.

## How they Describe Themselves

- Inquisitive
- Analytical
- Scientific
- Observant
- Scholarly
- Cautious
- Independent
- Logical
- Curious
- Thoughtful
- Intellectual
- Complex
- Original
- Nonconforming
- Introspective
- Reserved
- Problem Solving
- Insightful
- Critical
- Rational

## What they Value

- New ideas
- Originality
- Independence
- Innovative thinking
- Abstract mental challenges
- Intelligence
- Academic achievement
- Intellectual problem solving

## LMC Majors for Transfer

- Administration of Justice
- Anthropology
- Biological Science
- Business Administration
- Chemistry
- Computer Science
- Engineering
- History
- Liberal Arts-Behavioral/Social Science
- Liberal Arts-Math/Science
- Music
- Nursing
- Physics
- Psychology
- Sociology

## 4-Year College Majors

- Anthropology (IRE)
- Asian Studies (IEA)
- Bioengineering (IRE)
- Biology (IAR)
- Chemical Engineering (IRE)
- Chemistry (IRE)
- Civil Engineering (IRE)
- Computer Science & Engineering (IRE)
- Economics (IAS)
- Electrical Engineering (IRE)
- Environmental Sciences (IR)
- Foreign Languages (ISA)
- Geology (IRE)
- Geography & Planning (IRE)
- Industrial Engineering Technology (IRE)
- International Studies (IEA)
- Linguistics (IAS)
- Math Education (IRE)
- Mathematics & Computer Science Education (IRE)
- Nursing (all programs) (SAC)
- Pharmacy (IES)
- Physics (IRE)
- Pre-Medicine (IS)
- Pre-Dentistry (IRS)
- Pre-Veterinary Medicine (IRS)
- Sociology (IES)
- Women's and Gender Studies (IS)

## Some Career Possibilities (Holland Code)

- Actuary (ISE)
- Agronomist (IRS)
- Anesthesiologist (IRS)
- Anthropologist (IRE)
- Archaeologist (IRE)
- Biochemist (IRS)
- Biologist (ISR)
- Chemical Engineer (IRE)
- Chemist (IRE)
- Computer Systems Analyst (IER)
- Dentist (ISR)
- Ecologist (IRE)
- Economist (IAS)
- Electrical Engineer (IRE)
- Geologist (IRE)
- Horticulturist (IRS)
- Mathematician (IER)
- Medical Technologist (ISA)
- Meteorologist (IRS)
- Nurse Practitioner (ISA)
- Pharmacist (IES)
- Physician (ISE)
- Psychologist (IES)
- Research Analyst (IRC)
- Statistician (IRE)
- Surgeon (IRA)
- Technical Writer (IRS)
- Veterinarian (IRS)

## Artistic (Creators)

People who like to work in unstructured situations using their imagination and creativity.

### How they Describe Themselves

- Imaginative
- Innovative
- Unconventional
- Emotional
- Independent
- Expressive
- Original
- Introspective
- Impulsive
- Sensitive
- Complicated
- Idealistic
- Nonconforming
- Creative
- Free-spirited
- Intense
- Open

### What they Value

- Beauty
- Aesthetics
- Language
- Creative expression
- Emotions
- Independence
- Intuition
- Change
- Artistic creativity

### LMC Majors for Transfer

- Art History
- Studio Arts
- Communication Studies
- Theatre Arts
- English
- Journalism
- Liberal Arts-Arts/Humanities
- Music

### 4-Year College Majors

- Art (AES)
- Art Education (ASE)
- Art History (AIS)
- English (A)
- English Education (ASE)
- Foreign Language Education (AIE)
- Humanities (A)
- Library-Media Education (SAI)
- Music (ASC)
- Music Education (AES)
- Philosophy (AI)
- Theatre (AES)
- Dance (AR)
- Film/Video (AER)

### Some Career Possibilities (Holland Code)

- Actor (AES)
- Advertising Art Director (AES)
- Advertising Manager (ASE)
- Architect (AIR)
- Art Teacher (ASE)
- Artist (ASI)
- Copy Writer (ASI)
- Dance Instructor (AER)
- Drama Coach (ASE)
- English Teacher (ASE)
- Entertainer/Performer (AES)
- Fashion Illustrator (ASR)
- Interior Designer (AES)
- Intelligence Research Specialist (AEI)
- Journalist/Reporter (ASE)
- Landscape Architect (AIR)
- Librarian (SAI)
- Medical Illustrator (AIE)
- Museum Curator (AES)
- Music Teacher (ASI)
- Photographer (AES)
- Writer (ASI)
- Graphic Designer (AES)

## Social (Helpers)

People who like to work with people to enlighten, inform, help.

### How they Describe Themselves

- Friendly
- Helpful
- Idealistic
- Insightful
- Outgoing
- Understanding
- Cooperative
- Forgiving
- Patient
- Kind
- Humanistic
- Caring
- Tactful
- Generous
- Talkative
- Cheerful
- Warm

### What they Value

- Communication
- Cooperation
- Consensus
- Relationships
- Community
- Personal growth
- Spirituality
- Trust
- Other's welfare
- Feelings

### LMC Majors for Transfer

- Administration of Justice
- Art History
- Business Administration
- Child Development
- Theatre Arts
- History
- Kinesiology
- Liberal Arts-Arts/Humanities
- Liberal Arts-Behavioral/Social Sciences
- Music
- Nursing
- Psychology
- Sociology

### 4-Year College Majors

- American Studies (SEI)
- Athletic Training (SRE)
- Criminal Justice (SIE)
- Elementary Education (SAE)
- Exercise Studies (SIR)
- History (SEI)
- Institutional Health Care (SER)
- International Relations (SIE)
- Kinesiotherapy (SIE)
- Latin American Studies (SEI)
- Law & Social Thought (SI)
- Middle East Studies (SEI)
- Physical Education (SR)
- Physical Therapy (SIE)
- Political Science (SEC)
- Public Administration (SEC)
- Psychology (SIA)
- Public Administration (SEC)
- Recreation & Leisure Studies (SAE)
- Science Education (SIR)
- Social Service (SCE)
- Social Work (SEA)
- Speech Language Pathology (SI)
- Special Education (SEC)
- Therapeutic Recreation (SEC)

### Some Career Possibilities (Holland Code)

- City Manager (SEC)
- Clinical Dietitian (SIE)
- College/University Faculty (SEI)
- Community Org. Director (SEA)
- Consumer Affairs Director (SER)
- Counselor/Therapist (SAE)
- Historian (SEI)
- Hospital Administrator (SER)
- Psychologist (SEI)
- Insurance Claims Examiner (SIE)
- Librarian (SAI)
- Medical Assistant (SCR)
- Minister/Priest/Rabbi (SAI)
- Paralegal (SCE)
- Park Naturalist (SEI)
- Physical Therapist (SIE)
- Police Officer (SER)
- Probation and Parole Officer (SEC)
- Real Estate Appraiser (SCE)
- Recreation Director (SER)
- Registered Nurse (SIA)
- Teacher (SAE)
- Social Worker (SEA)
- Speech Pathologist (SAI)
- Vocational-Rehab. Counselor (SEC)
- Volunteer Services Director (SEC)

## Enterprising (Persuaders)

People who like to work with people, influencing, persuading, leading or managing for organizational goals or economic gain.

- Self-confident
- Assertive
- Persuasive
- Energetic
- Adventurous
- Popular
- Ambitious

### How they Describe Themselves

- Agreeable
- Talkative
- Spontaneous
- Optimistic
- Competitive
- Status-conscious
- Risk-taker
- Materialistic
- Energetic
- Witty
- Sociable
- Resilient

### What they Value

- Influencing others
- Status
- Leadership positions
- Power/authority
- Material possessions
- Financial remuneration
- Making a profit
- Excitement
- Risk-taking

### LMC Majors for Transfer

- Administration of Justice
- Business Administration
- Child Development
- Communication Studies
- English
- Journalism

### 4-Year College Majors

- Business Administration (ESC)
- Electronic Commerce (ERC) Entrepreneurship/Family & Small Business (ESR)
- Finance (ESC)
- Human Resource Management (ES)
- Industrial Engineering (EIR)
- International Business (ES)
- Management (ESC)
- Marketing (ES)
- Pre-Law (ESA)
- Public Affairs & Community Services (ESA) Purchasing (ESR)
- Real Estate Technology (ESR)
- Urban Studies (ESI)

### Some Career Possibilities (Holland Code)

- Advertising Executive (ESA)
- Advertising Sales Rep (ESR)
- Banker/Financial Planner (ESR)
- Branch Manager (ESA)
- Business Manager (ESC)
- Buyer (ESA)
- Chamber of Commerce Exec (ESA)
- Credit Analyst (EAS)
- Customer Service Manager (ESA)
- Education & Training Manager (EIS)
- Emergency Medical Technician (ESI)
- Entrepreneur (ESA)
- Foreign Service Officer (ESA)
- Funeral Director (ESR)
- Insurance Manager (ESC)
- Interpreter (ESA)
- Lawyer/Attorney (ESA)
- Lobbyist (ESA)
- Office Manager (ESR)
- Personnel Recruiter (ESR)
- Politician (ESA)
- Public Relations Rep (EAS)
- Retail Store Manager (ESR)
- Sales Representative (ERS)
- Social Service Director (ESA)

## Conventional (Organizers)

People who like to work with data, have clerical or numerical ability, carry out tasks in detail or follow through on others' instructions.

### How they Describe Themselves

- Accurate
- Numerically inclined
- Methodical
- Conscientious
- Efficient
- Conforming
- Practical
- Thrifty
- Systematic
- Structured
- Polite
- Obedient
- Persistent
- Organized
- Orderly
- Careful
- Precise
- Controlled

### What they Value

- Order
- Accuracy
- Precision
- Predictability
- Stability
- Dependability
- Security
- Organization

### LMC Majors for Transfer

- Computer Science
- Liberal Arts-Math/Science
- Mathematics
- Physics

### 4-Year College Majors

- Accounting (CSI)
- Data Processing (CSE)
- Financial Services (CES)
- Information Systems (CES)
- Information Services and Support (CER)
- Legal Assisting/Pre-Law Studies (CSE)
- Paralegal Studies (SEC)
- Spanish & Legal Assisting (CSI)
- Transportation Management Technology (CSE)
- Accounting Technology (CSI)

### Some Career Possibilities (Holland Code)

- Accountant (CSE)
- Administrative Assistant (ESC)
- Budget Analyst (CER)
- Business Manager (ESC)
- Business Programmer (CRI)
- Business Teacher (CSE)
- Catalog Librarian (CSE)
- Claims Adjuster (SEC)
- Computer Operator (CSR)
- Congressional-District Aide (CES)
- Cost Accountant (CES)
- Court Reporter (CSE)
- Credit Manager (ESC)
- Customs Inspector (CEI)
- Editorial Assistant (CSI)
- Elementary School Teacher (SEC)
- Financial Analyst (CSI)
- Insurance Manager (ESC)
- Insurance Underwriter (CSE)
- Internal Auditor (ICR)
- Kindergarten Teacher (ESC)
- Medical Records Technician (CSE)
- Museum Registrar (CSE)
- Paralegal (SCE)
- Safety Inspector (RCS)
- Tax Accountant (ECS)
- Tax Consultant (CES)
- Travel Agent (ECS)