

Interests Assessment

Succeed at your next job. What are your talents? What do you like? Not sure? The following exercise will help you know yourself.

1. Highlight every word that applies to you in the columns ARE YOU:, CAN YOU:, and LIKE TO: on each page.
2. Cross out every word that doesn't apply to you.
3. Are you predominately Conventional, Realistic, Social, Enterprising, Artistic or Investigative?
4. Look at the Hobbies that go with your category and explore those hobbies before you are asked for your hobbies on your next job or school application.
5. Look at the Careers that go with your category. Take books out of the library on your possible professions. Go on field trips and volunteer to experience first hand your favorite jobs.

CONVENTIONAL		
The "Organizers"		
Are You	Can You	Like to
well-organized	work well within a system	follow clearly defined procedures
accurate	do a lot of paper work in a short time	use data processing equipment
numerically inclined	keep accurate records	work with numbers
methodical	use a computer terminal	type or take shorthand
conscientious	write effective business letters	be responsible for details
efficient		collect or organize things
conforming		
orderly		
practical		
thrifty		
systematic		
structured		
polite		
ambitious		
obedient		
persistent		
HOBBIES:	CAREER POSSIBILITIES (Holland Code):	
Collecting memorabilia	Abstractor (CSI)	File Clerk (CSE)
Arranging and organizing household or workshop	Accountant (CSE)	Financial Analyst (CSI)
Playing computer or card games	Accounting Clerk and Bookkeeper (CSR)	Insurance Adjuster (CSE)
Collecting any related objects	Administrative Assistant (ESC)	Insurance Underwriter (CSE)
Keeping club or family records and files	Bank Teller (CSE)	Internal Auditor (ICR)
Reading home magazines	Budget Analyst (CER)	Key Punch Operator (CSE)
Studying tax laws	Building Inspector (CSE)	Kindergarten Teacher (CSE)
Practicing Clutter's Last Stand	Business Teacher (CSE)	Legal Secretary (CSA)
Writing family history	Cashier (CSE)	Library Assistant (CSE)
	Catalog Librarian (CSE)	Medical Records Technician (CSE)
	Clerk (CSE)	Medical Secretary (CES)
	Computer Operator (CSR)	Safety Inspector (RCS)
	Cost Accountant (CES)	Service Station Attendant (CER)
	Court Reporter (CSE)	Tax Consultant (CES)
	Customs Inspector (CEI)	Telephone Operator (CSE)
	Data processing worker (CRI)	Typist (CES)
	Electronic Mail Technician (CSR)	

REALISTIC		
The "Do-ers"		
Are You	Can You	Like to
practical	fix electrical things	tinker with machines/vehicles
athletic	solve electrical problems	work outdoors
straightforward/frank	pitch a tent	use your hands
mechanically inclined	play a sport	be physically active
a nature lover	read a blueprint	build things
thrifty	plant a garden	tend/train animals
curious about the physical world	operate tools and machinery	work on electronic equipment
stable		
concrete		
reserved		
self-controlled		
independent		
ambitious		
systematic		
persistent		
HOBBIES:	CAREER POSSIBILITIES(Holland Code):	
Refinishing furniture	Aerospace Physiologist (RSE)	Geodetic Surveyor (RIE)
Growing plants/flowers	Air-Conditioning Mechanics (RIE)	Glazier (RES)
Playing sports	Aircraft Mechanic (RIE)	Groundskeeper (RCE)
Hunting/fishing	Appliance Mechanics (RIE)	Industrial Supervisor (REI)
Woodworking	Aquaculturist (REI)	Instrument Repair and Maintenance
Coaching team sports	Architectural Drafter (RCI)	Jeweler (REC)
Building models	Automobile Body Repairer (RIE)	Laboratory Technician (RIE)
Repairing cars, equipment, etc.	Automotive Engineer (RIE)	Line Installer (RSE)
Target shooting	Automobile Mechanic (RIE)	Logger (RES)
Landscaping	Baker/Chef (RSE)	Machinist (RIE)
Taking exercise classes	Bookbinder (RES)Bricklayer (RSE)	Maintenance Repairer (RES)
	Busdriver (RES)	Mechanical Engineer (RIS)
	Butcher (RSE)	Metallurgical Technician (RIS)
	Carpenter (RCI)	Oceanographer (RIE)
	Cement Worker and Terrazzo Worker (REC)	Optician (REI)
	Composer (RSI)	Painter (RES)
	Construction Worker (REC)	Petroleum Engineer (RIE)
	Corrections Officer (RES)	Plumber (REI)
	Dental Assistant (RES)	Practical Nurse (RSE)
	Dental Laboratory Technician (REC)	Printing Press Operator (REI)
	Dental Technician (REI)	Property Manager (RES)
	Diesel Mechanic (REI)	Quality Control Manager (RSE)
	Drafter (RCI)	Radio/T.V. Repair (REI)
	Electrical Engineer (RIE)	Radiochemist (IRE)
	Electrician (REI)	Sailor (REC)
	Electroplater (R)	Sheet Metal Worker (R)
	Exercise Careers (RES)	Structural Steelworker (REI)
	Farm Equipment Manager (RES)	Tailor (RES)
	Farmer (RIS)	Tool and Die Maker (RIE)
	Farm Manager (RES)	Truck Driver (RSE)
	Firefighter (RES)	Upholsterer (RCS)
	Fish Hatchery Manager (RES)	Watchmaker (REC)
	Floral Designer (RAE)	Water Quality Specialist (REI)
	Forester (RIS)	Welder (RES)
	Furnace Installer (RES)	Woodworking (RAE)

SOCIAL		
The "Helpers"		
Are You	Can You	Like to
friendly	teach/train others	work in groups
helpful	express yourself clearly	help people with problems
idealistic	lead a group discussion	participate in meetings
insightful	mediate disputes	do volunteer work
outgoing	plan and supervise an activity	work with young people
understanding	cooperate well with others	play team sports
cooperative		serve others
generous		
responsible		
forgiving		
patient		
empathic		
kind		
persuasive		

HOBBIES:	CAREER POSSIBILITIES(Holland Code):	
Volunteering with social action groups	Air Traffic Controller (SER)	Occupational Therapist (SRE)
Writing letters	Athletic Trainer (SRE)	Paralegal (SCE)
Joining campus or community organizations	Chaplain (SAI)	Park Naturalist (SEI)
Helping others with personal concerns	City Manager (SEC)	Personnel Recruiter (SEC)
Meeting new friends	College Professor (SEI)	Personnel, Training & Labor Relations
Attending sporting events	Community Planner (SEA)	Physical Therapist (SIE)
Caring for children	Counseling Psychologist (SIA)	Physical Therapy Aide (SIR)
Religious activities	Counselor/Therapist (SAE)	Police Officer (SER)
Going to parties	Cosmetologist (SEA)	Preschool Worker (SEA)
Playing team sports	Cruise Director (SAE)	Professional Athlete (SRC)
	Dental Hygienist (SAI)	Probation and Parole Officer (SIE)
	Detective (SER)	Public Health Educator (SEA)
	Dietician (SIE)	Radiological Technologist (SRI)
	Elementary School Teacher (SEC)	Real Estate Appraiser (SCE)
	Executive House Keeper (SCE)	Recreation Director (SER)
	Family and Consumer Scientist (SAE)	Recreational Therapist (SEC)
	Hairstylist (SER)	Registered Nurse (SIA)
	High School Teacher (SAE)	Relocation Counselor (SAE)
	Historian (SEI)	Retirement Counselor (SAE)
	Home Economist (SEA)	School Counselor (SAE)
	Home Economics Teacher (SAE)	School Principal-Administrator(SEI)
	Homemaker (S)	Secondary School Teacher(SAE)
	Hospital Administrator (SER)	Social Worker (SEA)
	Ind./Organizational Psychologist (SEI)	Sociologist(SIA)
	Insurance Claims Examiner (SIE)	Special Education Teacher (SEC)
	Librarian (SAI)	Speech Pathologist (SAI)
	Mail Carrier (SRC)	Teacher's Aid (SIC)
	Medical Assistant (SCR)	Business Teacher(SAE)
	Medical Record Administrator (SIE)	Ticket Agent (SCE)
	Minister (SAI)	Vocational Agricultural Teacher(SEC)
	Priest(SAI)	Vocational-Rehab. Counselor(SEC)
	Rabbi(SAI)	X-Ray Technician (SRI)
	Nurse/Midwife (SIR)	

ENTERPRISING

The "Persuaders"

Are You	Can You	Like to
self-confident	initiate projects	make decisions affecting others
assertive	convince people to do things your way	be elected to office
sociable	sell things or promote ideas	win a leadership or sales award
persuasive	give talks or speeches	start your own service or business
enthusiastic	organize activities	campaign politically
energetic	lead a group	meet important people
adventurous	persuade others	have power or status
popular		
impulsive		
ambitious		
inquisitive		
agreeable		
talkative		
extroverted		
spontaneous		
optimistic		
HOBBIES:	CAREER POSSIBILITIES(Holland Code):	
Discussing Politics	Advertising, marketing, and public relations	Housekeeper (ESR)
Reading Business Journals	Advertising Sales Representative (ESR)	Industrial Engineer (EIR)
Watching the Stock Market	Automobile Sales Worker (ESR)	Insurance Adjuster (ESR)
Attending Meetings and Conferences	Financial Planner (ESR)	Insurance Agent (ECS)
Selling Products	Barber/Hairdresser (ESR)	Interpreter (ESA)
Leading Campus or Community Organizations	Bartender (ERC)	Journalism (EAS)
Operating a Home Business	Benefits Manager (ESA)	Lawyer/Attorney (ESA)
	Financial Manager (ESA)	Manufacturer's Representative (ESA)
	Buyer (ESA)	Office Manager (ESR)
	Computer Operator (ESI)	Public Relations Representative (EAS)
	Cook/Chef (ESR)	Real Estate Agent (ESR)
	Credit Analyst (EAS)	Restaurant Manager (EAS)
	Credit Manager (ERS)	Retail Sales Person (ESR)
	Dental Assistant (E)	Retail Store Manager (ESR)
	Educational - Training Manager (EIS)	Sales Manager (ESA)
	Educational Administrator (ESA)	Sales Representative (ERS)
	Emergency Medical Technician (ESI)	Social Service Director (ESA)
	Flight Attendant (ESA)	Stockbroker (ESI)
	Food Service Manager (ESI)	Tax Accountant (ECS)
	Foreign Service Officer (ESA)	Traffic Clerks (ESC)
	Funeral Director (ESR)	Travel Agent (ECS)
	Health Services Manager (ECR)	Urban Planner (ESI)
	Hotel Manager (ESR)	

INVESTIGATIVE		
The "Thinkers"		
Are You	Can You	Like to
inquisitive	think abstractly	explore a variety of ideas
analytical	solve math problems	use computers
scientific	understand scientific theories	work independently
observant	do complex calculations	perform lab experiments
precise	use a microscope or computer	read scientific or technical journals
scholarly	interpret formulas	analyze data
cautious		deal with abstractions
intellectually self-confident		do research
introspective		be challenged
reserved		
broad-minded		
independent		
logical		
complex		
curious		
HOBBIES:	CAREER POSSIBILITIES(Holland Code):	
Book club	Actuary (ISE)	Geologist (IRE)
Astronomy	Agronomist (IRS)	Hazardous Waste Technician (IRS)
Crossword puzzles/board games	Anesthesiologist (IRS)	Horticulturist (IRS)
Preservation of endangered species	Anthropologist (IRE)	Industrial Arts Teacher (IER)
Computers	Archeologist (IRE)	Management Consultant (ICR)
Visiting museums	Biochemist (IRE)	Marketing Research Analyst (IAS)
Collecting rocks, stamps, coins, etc.	Biologist (ISR)	Mathematician (IER)
Amateur Radio	Cardiopulmonary Technician (IRE)	Medical Lab Technologist (IRE)
Recreational flying	Cartographer (IRE)	Medical Technologist (ISA)
	Chemical Engineer (IRE)	Meteorologist (IRS)
	Chemical Technician (IRE)	Nurse Practitioner (ISA)
	Chemist (IRE)	Pharmacist (IES)
	Chiropractor (ISR)	Physician, General Practice (ISE)
	Civil Engineer (IRS)	Physician Assistant (ISA)
	Computer Engineer (IRC)	Psychologist (ISA)
	Computer Programmer (IRC)	Research Analyst (IRC)
	Computer Systems Analyst (IER)	Software Engineer (IRE)
	Dentist (ISR)	Statistician (IRE)
	Ecologist (IRE)	Technical Writer (IRS)
	Economist (ISA)	Veteranarian (IRS)
	Electrical Engineer (IRE)	Web Site Developer (IRE)
	Geographer (IRE)	

ARTISTIC		
The "Creators"		
Are You	Can You	Like to
creative	sketch, draw, paint	attend concerts, theatres, art exhibits
intuitive	play a musical instrument	read fiction, plays, and poetry
imaginative	write stories, poetry, music	work on crafts
innovative	sing, act, dance	take photographs
unconventional	design fashions or interiors	express yourself creatively
emotional		deal with ambiguous ideas
independent		
expressive		
original		
introspective		
impulsive		
sensitive		
courageous		
open		
complicated		
idealistic		
nonconforming		

HOBBIES:	CAREER POSSIBILITIES(Holland Code):	
Photography	Actor/Actress (AES)	Graphic Designer (AES)
Performing	Advertising Art Director (AES)	Interior Designer (AES)
Writing stories, poems, etc.	Advertising Manager (ASE)	Journalist/Reporter (ASE)
Desktop publishing	Architect (AIR)	Landscape Architect (AIR)
Sewing	Clothing/Fashion Designer (ASR)	Medical Illustrator (AIE)
Taking dance lessons	Copywriter (ASI)	Museum Curator (AES)
Visiting art museums	Dancer (AES)	Music Teacher (AES)
Designing sets for plays	Choreographer (AER)	Photographer (AES)
Travel	Drama Teacher (ASE)	Writers/Editors (ASI)
Playing a musical instrument	English Teacher (ASE)	
Homemade crafts	Fashion Illustrator (ASR)	
Painting	Furniture Designer (AES)	
Speaking foreign languages		

Rank your favorites:

Conventional: _____

Realistic: _____

Social: _____

Enterprising: _____

Investigative: _____

Artistic: _____

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