

# Interest Party Exercise

Different peoples' personalities may find different environments more to their liking. While you may have some interests in and similarities to several of the six groups, you may be attracted primarily to two or three areas. These two or three letters are your **Holland Code**.

Imagine walking into a room in which the six groups of people are already interacting. Read the description of each group. Then, list each group you would be drawn to first, followed by your second choice, and finally your third choice. Write your answers in the boxes. These represent your 3 letter **Holland Code**.

## REALISTIC

"doers"

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

## SOCIAL

"helpers"

People who like to work with people to enlighten, inform, help, train, or cure them, or are skilled with words.

## CONVENTIONAL

"organizers"

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

## INVESTIGATIVE

"thinkers"

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

## ARTISTIC

"creators"

People who like to work with people who have artistic, innovating, or institutional abilities and like to work in unstructured situations using their imagination and creativity.

## ENTERPRISING

"persuaders"

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

**Your Holland Code:**