



Career Clusters and Holland Codes

Career assessment tools allow you to explore career clusters by your interests. Holland codes are personality types created by psychologist John Holland as part of his theory of career choice. An online assessment can be found at <http://www.iseek.org/careers/clusterSurvey>

Depending on your results, you may wish to research the possible career clusters listed below. The intent is to combine what you've learned about your personal mission, your gifts, talents and interests and the kind of life you want for your family. You can investigate these careers at a number of online locations. Below are three excellent sites that allow you to investigate possibilities.

www.onetonline.org

<http://www.iseek.org/>

<http://public.careercruising.com/en/>

Some questions you may wish to consider include:

- Will the salary levels allow me to be self-reliant?
- What industries are growing and which are declining?
- What is the working environment and expectations?
- What will be the time commitments?
- Where can I live?
- What are prospects for promotion/job growth?
- Can I test the waters with a job shadow, part-time job, summer job, volunteer position?

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Read the following statements. Which seem the most like you? Which ones resonate with you? Record your thoughts. Rank order the statements: 1 sounds most like you, 2 next, then 3 and so forth.

Realistic _____

Doers: People who have mechanical ability, prefer to work with objects, machines, tools, plants, or animals; like to work independently or outdoors; frank, hands-on practical

Investigative _____

Thinkers: People who like to observe, learn, investigate, analyze, research, evaluate, or solve problems; enjoy science or math; analytical, reserved, independent, scholarly.

Artistic _____

Creators: people who have artistic, innovative, or creative abilities; like to work in unstructured situations, using their imagination or originality; creative, expressive.

Social _____

Helpers: people who like to help people – to inform, enlighten, teach, train, develop, or cure them; are skilled with words; concerned with the welfare of others, compassionate.

Enterprising _____

Persuaders: People who like to work with people; direct, influence, persuade, perform, lead, or manage for organizational goals for economic gain; adventurous, outgoing, energetic.

Conventional _____

Organizers: People who like to work with data, have clerical numerical ability, like structure, like carrying things out in detail or following through on other's instructions; may enjoy working at a desk or office; careful, conforming.

Career Clusters and Holland Codes

Check the boxes below for each activity that you enjoy doing, or those things you would choose to do.

I LIKE TO:

...do puzzles	<input type="checkbox"/>	<input type="checkbox"/>				
...work on cars	<input type="checkbox"/>					
...attend concerts, theaters or art exhibits			<input type="checkbox"/>			
...work in teams				<input type="checkbox"/>		
...organize things like files, offices or activities						<input type="checkbox"/>
...set goals for myself					<input type="checkbox"/>	
...build things	<input type="checkbox"/>					
...read fiction, poetry or plays			<input type="checkbox"/>			
...have clear instructions to follow						<input type="checkbox"/>
...influence or persuade people					<input type="checkbox"/>	
...do experiments		<input type="checkbox"/>				
...teach or train people				<input type="checkbox"/>		
...help people solve their problems				<input type="checkbox"/>		
...take care of animals	<input type="checkbox"/>					
...have my day structured						<input type="checkbox"/>
...sell things					<input type="checkbox"/>	
...do creative writing			<input type="checkbox"/>			
...work on science projects		<input type="checkbox"/>				
...take on new responsibilities					<input type="checkbox"/>	
...heal people				<input type="checkbox"/>		
...figure out how things work		<input type="checkbox"/>				
...put things to together or assemble models	<input type="checkbox"/>					
...be creative		<input type="checkbox"/>				
...pay attention to details						<input type="checkbox"/>
...do filing or typing						<input type="checkbox"/>
...learn about other cultures				<input type="checkbox"/>		
...analyze things like problems, situation or trends		<input type="checkbox"/>				
...play instruments or sing			<input type="checkbox"/>			
...dream about starting my own business					<input type="checkbox"/>	
...cook	<input type="checkbox"/>					
...act in plays			<input type="checkbox"/>			
...think things through before making decisions	<input type="checkbox"/>					
...work with numbers or charts		<input type="checkbox"/>				
...have discussion about issues like politics or current events				<input type="checkbox"/>		
...keep records of my work						<input type="checkbox"/>
...be a leader					<input type="checkbox"/>	
... work outdoors	<input type="checkbox"/>					
...work in an office						<input type="checkbox"/>
...work on math problems		<input type="checkbox"/>				
...help people				<input type="checkbox"/>		
...draw			<input type="checkbox"/>			
...give speeches					<input type="checkbox"/>	

On the next page, record the total of each column.

	R	I	A	S	E	C
TOTAL						
Now put in the letter representing the three highest scores						

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Refer back now to the rating you completed on the first exercise. Do they coincide with these results? What do you learn about yourself? Next, review the list of career connections on the list below to see possible career connections.

R-Realistic

- Agriculture, food and natural resources
- Architecture and construction
- Arts, A/V technology and communications
- Health science
- Hospitality and tourism
- Information technology
- Law, public safety, corrections and security
- Manufacturing
- Science, technology, engineering and mathematics
- Transportation, distribution and logistics

I-Investigative

- Health science
- Information technology
- Law, public safety, corrections and security
- Science, technology, engineering and mathematics

A-Artistic

- Arts, A/V technology and communications
- Education and training
- Hospitality and tourism
- Human services
- Marketing, sales and service

S-Social

- Arts, A/V technology and communications
- Education and training
- Government and public administration
- Health science
- Human services
- Law, public safety, corrections and security
- Marketing, sales and service

E-Enterprising

- Arts, A/V technology and communications
- Business, management and administration
- Finance
- Government and public administration
- Hospitality and tourism
- Law, public safety, corrections and security
- Marketing, sales and service

C-Conventional

- Architecture and construction
- Business, management and administration
- Finance
- Health science
- Manufacturing
- Marketing, sales and service
- Transportation, distribution and logistics

R and I - Realistic and Investigative

- Health science
- Information technology
- Science, technology, engineering and mathematics

R and A - Realistic and Artistic

- Arts, A/V technology and communications

R and S - Realistic and Social

- Health science
- Human services
- Law, public safety, corrections and security

R and E - Realistic and Enterprising

- Arts, A/V technology and communications
- Hospitality and tourism

R and C - Realistic and Conventional

- Architecture and construction
- Manufacturing
- Transportation, distribution and logistics

I and S - Investigative and Social

- Health science

A and S - Artistic and Social

- Education and training

A and E - Artistic and Enterprising

- Arts, A/V technology and communications

S and E - Social and Enterprising

- Government and public administration
- Law, public safety, corrections and security
- Marketing, sales and service

E and C - Enterprising and Conventional

- Finance
- Health science