

# The Career Interests Party Game

## Background

This game is designed to help you learn about your interests and skills, since knowing your personality and the kinds of things you like to do can help you to find work environments and careers that are good matches for you. A job or work place that may be attractive to one person might be unpleasant for another person.

This exercise is based on Dr. John Holland’s theory that people and work environments can be classified into six general groups: **Realistic, Investigative, Artistic, Social, Enterprising, and Conventional**. These groups, represented by the letters R-I-A-S-E-C, are called Holland Codes and are described below. After doing this exercise, you will have your Holland Codes. You can then review a list of jobs in which employees who had the same codes were satisfied. This can help you to make more informed decisions about the kind of work that you will find fulfilling.

## The Game

Imagine that you walk into a party with six groups of people. The descriptions of the type of people in each group are in the boxes below. Chose the group you are most drawn to - the people you would most like to meet and talk with. After that, find the second group you are most interested in, and then the third group. Think about why you chose that group. Does the description of that group describe you? Can you give an example?

For example, if you chose the **Realistic, Enterprising, and Social** groups, your codes would be **RES**. This means that out of the six types, you most resemble the **Realistic** type of person, somewhat less the **Enterprising** type, and resemble the **Social** type even less. The types that are not in your code are those you resemble least of all.

List your Holland Codes: Group 1 \_\_\_\_\_ Group 2 \_\_\_\_\_ Group 3 \_\_\_\_\_

Realistic	Investigative	Artistic	Social	Enterprising	Conventional
<p>People with athletic or mechanical ability, who prefer to work with objects, tools, machines, plants or animals, or to be outdoors</p> <p>Some activities they like:</p> <ul style="list-style-type: none"> <li>• Doing puzzles/word games</li> <li>• Decorating rooms</li> <li>• Working with animals</li> <li>• Cooking</li> <li>• Fixing household items</li> <li>• Doing craft projects</li> </ul>	<p>People who like to observe, learn, analyze, investigate, evaluate or solve problems.</p> <p>Some activities they like:</p> <ul style="list-style-type: none"> <li>• Doing puzzles/word games</li> <li>• Studying astronomy</li> <li>• Flying a plane</li> <li>• Working in a lab</li> <li>• Creating a project for a science fair</li> </ul>	<p>People who have artistic, innovating or intuitional abilities and like to work in unstructured situations using their imagination and creativity.</p> <p>Some activities they like:</p> <ul style="list-style-type: none"> <li>• Designing clothes</li> <li>• Helping to put on a play</li> <li>• Learning languages</li> <li>• Drawing or painting</li> <li>• Writing stories or poetry</li> <li>• Playing music</li> </ul>	<p>People who like to work with people to enlighten, inform, help, train, or cure them, or are skilled with words.</p> <p>Some activities they like:</p> <ul style="list-style-type: none"> <li>• Making new friends</li> <li>• Belonging to a club</li> <li>• Teaching children</li> <li>• Studying about other cultures</li> <li>• Helping people solve problems</li> </ul>	<p>People who like to influence, persuade, perform, lead, or managing for organizational goals or economic gain.</p> <p>Some activities they like:</p> <ul style="list-style-type: none"> <li>• Leading group activities</li> <li>• Working on a sales campaign</li> <li>• Buying clothes for a store</li> <li>• Talking to people at a party</li> <li>• Selling insurance</li> </ul>	<p>People who like to work with data, have clerical or numerical ability, carry out tasks in detail or follow others’ instructions.</p> <p>Some activities they like:</p> <ul style="list-style-type: none"> <li>• Word processing or entering data</li> <li>• Keeping detailed records</li> <li>• Organizing paperwork</li> <li>• Working with a budget</li> <li>• Preparing reports</li> </ul>

## Careers and Holland Codes

Here is a sample of jobs that reflect the Holland Codes. Which jobs reflect your personality and interests? Are they jobs that you would like?

<p><b>ARTISTIC:</b> <b>The “Creators”</b></p> <p>Actor/Actress (AES) Advertising Art Director (AES) Architect (AIR) Fashion Design (ASR) Dancer (AES) Choreographer (AER) Drama Teacher (ASE) English Teacher (ASE) Graphic Designer (AES) Interior Designer (AES) Journalist/Reporter (ASE) Landscape Architect (AIR) Medical Illustrator (AIE) Museum Curator (AES) Music Teacher (AES) Photographer (AES) Writers/Editors (ASI)</p> <p><b>ENTERPRISING:</b> <b>The “Persuaders”</b></p> <p>Advertising Sales (ESR) Financial Planner (ESR) Financial Manager (ESA) Computer Operator (ESI) Cook/Chef (ESR) Flight Attendant (ESA) Health Service Manager (ECR)</p>	<p><b>The “Persuader” continued</b></p> <p>Industrial Engineer (EIR) Insurance Adjuster (ESR) Interpreter (ESA) Journalist (EAS) Lawyer/Attorney (ESA) Office Manager (ESR) Public Relations (EAS) Real Estate Agent (ESR) Sales Manager (ESA) Tax Accountant (ECS) Travel Agent (ECS) Urban Planner (ESI)</p> <p><b>INVESTIGATIVE:</b> <b>The “Thinkers”</b></p> <p>Anesthesiologist (IRS) Archeologist (IRE) Biologist (ISR) Chemist (IRE) Chiropractor (ISR) Computer Engineer (IRC) Computer Programmer (IRC) Dentist (ISR) Ecologist (IRE) Economist (ISA) Horticulturist (IRS) Lab Technologist (IRE) Marketing Research (IAS)</p>	<p><b>The “Thinkers” continued</b></p> <p>Meteorologist (IRS) Nurse Practitioner (ISA) Pharmacist (IES) Physician (ISE) Physician Assistant (ISA) Psychologist (ISA) Research Analyst (IRC) Software Engineer (IRE) Technical Writer (IRS) Veterinarian (IRS) Web Site Developer (IRE)</p> <p><b>SOCIAL:</b> <b>The “Helpers”</b></p> <p>Community Planner (SEA) Counselor/Therapist (SAE) Dental Hygienist (SAI) Detective (SER) School Teacher (SEC) Hospital Administrator (SER) Organization Psychologist (SEI) Insurance Examiner (SIE) Librarian (SAI) Minister (SAI) Nurse/Midwife (SIR) Occupational Therapist (SRE) Paralegal (SCE)</p>	<p><b>The “Helpers” continued</b></p> <p>Personnel Recruiter (SEC) Physical Therapist (SIE) Police Officer (SER) Preschool Worker (SEA) Probation Officer (SIE) Health Educator (SEA) Social Worker (SEA) Speech Pathologist (SAI) Counselor (SEC) X-Ray Technician (SRI)</p> <p><b>CONVENTIONAL:</b> <b>The “Organizers”</b></p> <p>Accountant (CSE) Accountant (CSR) Administrative Assistant (ESC) Bank Teller (CSE) Budge Analyst (CER) Building Inspector (CSE) Computer Operator (CSR) Financial Analyst (CSI) Insurance Adjuster (CSE) Internal Auditor (ICR) Kindergarten Teacher (CSE) Legal Secretary (CSA) Library Assistant (CSE) Safety Inspector (RCS) Tax Consultant (CES)</p>	<p><b>REALISTIC:</b> <b>The “Do-ers”</b></p> <p>Aircraft Mechanic (RIE) Aquaculturist (REI) Architectural Drafter (RCI) Automotive Engineer (RIE) Baker/Chef (RSE) Carpenter (RCI) Corrections Officer (RES) Dental Assistant (RES) Electrical Engineer (RIE) Electrician (REI) Firefighter (RES) Floral Designer (RAE) Forester (RIS) Geodetic Surveyor (RIE) Jeweler (REC) Laboratory Technician (RIE) Oceanographer (RIE) Optician (REI) Petroleum Engineer (RIE) Practical Nurse (RSE) Property Manager (RES) Quality Control (RSE) Radiochemist (IRE) Water Quality Specialist (REI)</p>
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