

## HOLLAND'S SIX VOCATIONAL PERSONALITY TYPES

1. The Realistic Personality Type Realistic persons are attracted to outdoor, *mechanical*, and physical activities, hobbies, and occupations. They like to work with things, objects, and animals rather than with ideas, data, and people. They have mechanical and athletic abilities and are usually strong and well-coordinated. They tend to think in terms of absolutes. They do not have strong interpersonal and verbal skills. They find it difficult to give emotional expression to their feelings and tend to be regarded as shy.
2. The Investigative Personality Type Investigative persons are naturally curious and inquisitive. They have a need to understand, explain, and predict the things that go on around them. They are scholarly and *scientific* in their attempts to understand things. They are independent and like to work alone. They are theoretical and analytic in outlook and find abstract and ambiguous problems challenging, and they find it difficult to express themselves and are not friendly.
3. The Artistic Personality Type Artistic persons are very *creative*, expressive, original, intuitive, and individualistic. They tend to be uninhibited and nonconforming in dress, speech, and action. Impulsive in outlook. Difficult to function effectively in highly ordered and systematic situations. They tend to be imaginative and introspective.
4. The Social Personality Type Social persons are friendly, enthusiastic, and outgoing. They are cooperative and enjoy working with and being around other people. They are understanding and insightful concerning the feelings and problems of others. They like to be *helpful* to others by serving in facilitative roles such as those of teachers, mediators, advisers, or counselors.
5. The Enterprising Personality Type Enterprising persons are outgoing, self-confident, persuasive, and optimistic. They like to organize, direct, manage, and control the activities of groups to attain personal or organizational goals. They are ambitious and like to be in positions of authority. They place a high value on status, power, money, and material possessions. They like to influence the opinions and actions of others and to hold positions of *leadership*. They are assertive and verbally persuasive in bringing others around to their point of view. They avoid activities that require attention to detail and adherence to a set routine.
6. The Conventional Personality Type Conventional persons are well organized, persistent, and *practical* in their approach to life. They are dependable, efficient, and conscientious in accomplishing their tasks. They enjoy the security of belonging to groups and organizations and make good team members. They are most comfortable working in situations and at tasks in which they know what is expected of them. They tend to be conservative and traditional in values and attitudes. They are self-controlled and low key in the expression of their feelings. They like for things to go as planned and prefer not to have their routines changed.