

PENN STATE YORK  
Advising and Career Center  
**HOLLAND'S PERSONALITY TYPES**

The **Realistic (R)** type likes realistic jobs such as automobile mechanic, aircraft controller, surveyor, farmer, electrician. Prefers activities involving the systematic manipulation of machinery, tools, or animals. Has mechanic abilities, but may lack social skills. Is described as:

Conforming	Humble	Normal
Frank	Materialistic	Persistent
Genuine	Modest	Practical
Hardheaded	Natural	Shy
Honest		Thrifty

The **Investigative (I)** type likes investigative jobs such as biologist, chemist, physicist, anthropologist, geologist, medical technologist. Has mathematical and scientific ability but often lacks leadership ability. Is described as:

Analytical	Independent	Modest
Cautious	Intellectual	Pessimistic
Complex	Introverted	Precise
Critical	Methodical	Rational
Curious		Reserved

The **Artistic (A)** type likes artistic jobs such as composer, musician, stage director, writer, interior decorator, actor/actress. Has artistic abilities: writing, musical, or artistic, but often lacks clerical skills. Is described as:

Complicated	Imaginative	Introspective
Disorderly	Impractical	Intuitive
Emotional	Impulsive	Nonconforming
Expressive	Independent	Open
Idealistic		Original

The **Social (S)** type likes social jobs, such as teacher, bartender, religious worker, counselor, clinical psychologist, psychiatric caseworker, speech therapist. Enjoy working with and helping others, but avoid ordered systematic activities involving tools or machinery. Has social skills and talents, but often lacks mechanical and scientific ability. Is described as:

Convincing	Idealistic	Sympathetic
Cooperative	Kind	Tactful
Friendly	Patient	Understanding
Generous	Responsible	Warm
Helpful	Social	

The **Enterprising (E)** type likes enterprising jobs such as salesperson, manager, business executive, television producer, sports promoter, buyer. Enjoy activities that entail manipulation of others to attain organizational goals or economic gain, but tend to avoid symbolic or systematic activities. Has leadership and speaking abilities but often lacks scientific ability. Is described as:

Acquisitive	Domineering	Optimistic
Adventurous	Energetic	Pleasure-seeking
Agreeable	Extroverted	Popular
Ambitious	Impulsive	Self-confident
Attention-getting	Sociable	

The **Conventional (C)** type likes conventional jobs such as bookkeeper, stenographer, financial analyst, banker, cost estimator, tax expert. Enjoy the systematic manipulation of data, filing records, or reproducing materials. Has clerical and arithmetic ability, but often lacks artistic abilities. Is described as:

Conforming	Inhibited	Practical
Conscientious	Obedient	Thrifty
Careful	Orderly	Unimaginative
Efficient	Persistent	

**R** for "Realistic"

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

**I** for "Investigative"

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

**C** for "Conventional"

People who like to work with data, have clerical or numerical ability, carrying things out in detail or following through on other's instructions.

**A** for "Artistic"

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

**E** for "Enterprising"

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

**S** for "Social"

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

(1) Which corner of the room would you instinctively be drawn to, as the group of people you would most *enjoy* being around for the longest time? (Leave aside any questions of shyness, or whether you would have to talk with them.) Write the *letter* for that corner here.

(2) After fifteen minutes, everyone in the corner you have chosen leaves for another party, except you. Of the groups *that still remain* now, which corner or group would you be drawn to the most, as the people you would most *enjoy* being with for the longest time? Write the letter for that corner here.

(3) After fifteen minutes, this group too leaves for another party, except you. Of the corners, and groups, which *remain* now, which one would you most enjoy being with for the longest time? Write the letter for that corner here.