

## **The Holland (RIASEC) Code And Your Career Interests**

The DISCOVER and SDS assessments offered to BYU Hawaii students are based upon the research and development work of the vocational psychologist, Dr. John Holland. In his model, there are six vocational types: **Realistic, Investigative, Artistic, Social, Enterprising, and Conventional.**

The Six Holland Career Clusters:

### **Realistic (Do-ers):**

*Doers describe themselves as* reliable, self-reliant, competent, stable, straightforward, honest, natural, practical and thrifty.

*Their working style:* in interactions with others they prefer to get to the point, do not like lengthy negotiations, want to know what needs to be done and be left alone to do the job and do it right the first time.

### **Investigative (Thinkers):**

*Thinkers describe themselves as:* self-determined, intelligent, curious, logical, precise, analytical, reserved, independent and rational.

*Their working style:* prefer to work alone, ask for and provide a lot of detail before coming to a conclusion, want to know the reasons behind decisions and prefer information to be presented in a logical and linear fashion.

### **Artistic (Creators):**

*Creators describe themselves as:* creative, emotional, expressive, imaginative, independent, idealistic, open, original, unconventional and tolerant.

*Their working style:* prefers a creative approach to problem solving and planning, rely heavily on intuition and imagination and enjoy being given a free reign to discover possible solutions to problems.

### **Social (Helpers):**

*Helpers describe themselves as:* helpful, warm, cooperative, sociable, tactful, friendly, kind, generous, patient and understanding.

*Their working style:* prefer to network to gather information before creating a plan of action, excel at networking to gather information, create solutions and prefer a team approach.

**Enterprising (Persuaders):**

*Persuaders describe themselves as:* adventurous, energetic, optimistic, agreeable, extroverted, popular, sociable, self-confident and ambitious.

*Their working style:* prefer to lead a team to achieve a goal, like to learn to focus on the bigger picture and get others to commit to pieces of the plan and are comfortable delegating work.

**Conventional (Organizers):**

*Organizers describe themselves as:* conforming, practical, careful, obedient, efficient, orderly, conscientious, persistent, reserved and structured.

*Their working style:* prefer to have a clear and structured plan and to follow it, pay attention to detail and take pleasure in putting the pieces of the plan together.