The Learning Objectives of this activity are:

- You will learn the top three (3) Holland Code Interest Areas
- You will learn more about what the Holland Code Interest Areas mean
- You will learn to connect your interests to academic majors
- You will learn what types of professions one may pursue based on the academic majors related to your Holland Code Interest areas.

Show, Share & Learn

Instructions:

- Log onto O*NET to access the Interest Inventory Profiler. (http://www.pnc.edu/careers/onen-interest-profiler/)
- Complete the O*NET Interest Inventory profile (60 questions) which takes less than 10 minutes. Read each question carefully and decide how you would feel about doing each type of work by indicating:
  - Strongly Dislike
  - Dislike
  - Unsure
  - Like
  - Strongly Like
- Upon completion, you will receive your top three (3) Holland Code Interest Areas, print out or write down O*NET Interest Profiler Score Report.
- Review your top three (3) interest areas and compare them to the Careers Interests Area Handout.
- Compare your interest areas to the PUC Academic Majors List by Holland Code.
- Log onto the Career Road Map
- Based on your top three (3) interest areas, and the Academic Majors by Holland Code list, access What Can I Do With This Major resource located on the Career Road Map Journey #1 section. If you don’t see your major listed, look to see if there is a similar major available that will help you explore your options.

Be prepared to discuss the following:

- Does your top three (3) Holland Code Interest Areas relate to your long term career objectives?
- If you are unsure about your long term career objectives, what did the Interest Inventory Profiler reveal about your interests?
- Did the Interest Inventory Profiler reveal any surprises in regard to your interests?
- Does PUC offer the academic majors that are closely related to your top three (3) interest areas?
- Do your favorite subjects in school relate to the interest areas from your Interest Inventory Profile?
- How do you think your favorite subjects in school relate to the career that you will choose?

NEXT STEP: Explore the Deeper Dive Research on the Career Road Map Journey #1. Start building your plan by researching qualifications for an entry-level candidates in your occupational field of interest.
Career Interests & Academic Majors

What are your career interests? The Holland code (pictured above) is based on Dr. John Holland’s theory that people and work environments can be loosely classified into six different groups. Each of the letters above corresponds to one of the six groups described in the following pages. Different people’s personalities may find different environments more to their liking. While you may have some interests and similarities to several of the six groups, you may be attracted primarily to two or three of the areas. These two or three letters are your “Holland Code.” For example, with a code of “RES” you would most resemble the Realistic type, somewhat less resemble the Enterprising type, and resemble the Social type even less. The types that are not in your code are types you resemble least of all. Most people, and most jobs, are best represented by some combination of two or three of the Holland interest areas. In addition, most people are most satisfied if there is some degree of fit between their personality and their work environment. The rest of the pages in this handout further explain each type and provide some examples of career possibilities, areas of study at PUC, and activities that relate to each code.
**Realistic (Doers)**

People that have athletic ability, prefer to work with objects, machines, tools, plants or animals, or to be outdoors. People with Realistic interests like work that includes practical, hands-on problems and answers. Often people with Realistic interests do not like careers that involve paperwork or working closely with others.

**Are you?**
- Practical
- Straightforward/frank
- Mechanically inclined
- Stable
- Concrete
- Reserved
- Self-controlled
- Independent
- Ambitious

**Can you?**
- Fix electrical things
- Solve mechanical problems
- Pitch a tent
- Play a sport
- Read a blueprint
- Plant a garden
- Operate tools or machinery

**Like to?**
- Tinker with machines/vehicles
- Work outdoors
- Be physically active
- Use your hands
- Build things
- Tend/train animals
- Work on electronic equipment

**Career Possibilities based on Holland Code:**

<table>
<thead>
<tr>
<th>Realistic</th>
<th>Investigative</th>
</tr>
</thead>
<tbody>
<tr>
<td>Air Traffic Controller (SER)</td>
<td>Actuary (ISE)</td>
</tr>
<tr>
<td>Archeologist (IRE)</td>
<td>Agronomist (IRS)</td>
</tr>
<tr>
<td>Athletic Trainer (SRE)</td>
<td>Anesthesiologist (IRS)</td>
</tr>
<tr>
<td>Commercial Airline Pilot (RIE)</td>
<td>Anthropologist (IRE)</td>
</tr>
<tr>
<td>Commercial Drafter (IRE)</td>
<td>Biochemist (IRS)</td>
</tr>
<tr>
<td>Corrections Officer (SER)</td>
<td>Biologist (ISR)</td>
</tr>
<tr>
<td>Dental Technician (REI)</td>
<td>Chemical Engineer (IRE)</td>
</tr>
<tr>
<td>Fish and Game Warden (RES)</td>
<td>Chemist (IRE)</td>
</tr>
<tr>
<td>Floral Designer (RAE)</td>
<td>Computer Systems Analyst (IER)</td>
</tr>
<tr>
<td>Industrial Arts Teacher (IER)</td>
<td>Ecologist (IRE)</td>
</tr>
<tr>
<td>Laboratory Technician (RIE)</td>
<td>Economist (IAS)</td>
</tr>
<tr>
<td>Landscape Architect (AIR)</td>
<td>Electrical Engineer (IRE)</td>
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<tr>
<td>Mechanical Engineer (RIS)</td>
<td>Geologist (IRE)</td>
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<tr>
<td>Optician (REI)</td>
<td>Horticulturist (IRS)</td>
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<tr>
<td>Petroleum Geologist (RIE)</td>
<td>Mathematician (IER)</td>
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<tr>
<td>Police Officer (SER)</td>
<td>Meteorologist (IRS)</td>
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<tr>
<td>Practical Nurse (SER)</td>
<td>Medical Technologist (ISA)</td>
</tr>
<tr>
<td>Property Manager (ESR)</td>
<td>Nurse Practitioner (ISA)</td>
</tr>
<tr>
<td>Recreation Manager (SER)</td>
<td>Physician General Practices (ISE)</td>
</tr>
<tr>
<td>Service Manager (ERS)</td>
<td>Psychologist (IES)</td>
</tr>
<tr>
<td>Software Technician (RCI)</td>
<td>Research Analyst (IRC)</td>
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<tr>
<td>Ultrasound Technologist (RSI)</td>
<td>Statistician (IRE)</td>
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<tr>
<td>Veterinary (IRS)</td>
<td>Surgeon (IRA)</td>
</tr>
</tbody>
</table>

**Investigative (Thinkers)**

People who like to observe, learn, investigate, analyze, evaluate, or solve problems. People with Investigative interests like work that has to do with ideas and thinking rather than physical activity or leading people.

**Are you?**
- Inquisitive
- Analytical
- Scientific
- Observant
- Scholarly
- Cautious
- Independent
- Logical
- Complex
- Curious

**Can you?**
- Think abstractly
- Solve math problems
- Understand scientific theories
- Do complex calculations
- Use a microscope or computer
- Interpret formulas

**Like to?**
- Explore a variety of ideas
- Work independently
- Perform lab experiments
- Deal with abstractions
- Do research
- Be challenged

**Career Possibilities based on Holland Code:**

<table>
<thead>
<tr>
<th>Investigative</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actuary (ISE)</td>
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<tr>
<td>Agronomist (IRS)</td>
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<tr>
<td>Anesthesiologist (IRS)</td>
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<td>Anthropologist (IRE)</td>
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<tr>
<td>Biochemist (IRS)</td>
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<tr>
<td>Biologist (ISR)</td>
</tr>
<tr>
<td>Chemical Engineer (IRE)</td>
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<tr>
<td>Chemist (IRE)</td>
</tr>
<tr>
<td>Computer Systems Analyst (IER)</td>
</tr>
<tr>
<td>Ecologist (IRE)</td>
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<td>Economist (IAS)</td>
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<td>Electrical Engineer (IRE)</td>
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<td>Meteorologist (IRS)</td>
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<td>Medical Technologist (ISA)</td>
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<td>Nurse Practitioner (ISA)</td>
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<tr>
<td>Physician General Practices (ISE)</td>
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<tr>
<td>Psychologist (IES)</td>
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<tr>
<td>Research Analyst (IRC)</td>
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<tr>
<td>Statistician (IRE)</td>
</tr>
<tr>
<td>Surgeon (IRA)</td>
</tr>
<tr>
<td>Technical Writer (IRS)</td>
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<tr>
<td>Veterinarian (IRS)</td>
</tr>
</tbody>
</table>
Artistic (Creators)

People who have artistic, innovative, or intuitional abilities and like to work in unstructured situations using their imagination and creativity. People with Artistic interests like work that deals with the artistic side of things, such as acting, music, art and design.

Are you?
Creative
Imaginative
Innovative
Unconventional
Emotional
Independent
Expressive
Original
Introspective

Can you?
Impulsive
Sensitive
Courageous
Complicated
Idealistic
Nonconforming

Like to?
Sketch, draw, paint
Play a musical instrument
Write stories, poetry, music
Sing, act, dance
Design fashions or interiors

Career Possibilities based on Holland Code:

Actor (AES)
Advertising Art Director (AES)
Advertising Manager (ASE)
Architect (AIR)
Art Teacher (ASE)
Artist (ASI)
Copy Writer (ASI)
Dance Instructor (AER)
Drama Coach (ASE)
English Teacher (ASE)
Entertainer/Performer (AES)
Fashion Illustrator (ASR)
Interior Designer (AES)
Intelligence Research Specialist (AEI)
Journalist/Reporter (AEI)
Writer (ASI)
Graphic Designer (AES)

Social ( Helpers)

People who like to work with people to enlighten, inform, help, train, or cure them or are skilled with words. People with Social interests like working with others to help them learn and grow. They like working with people more than working with objects, machines or information.

Are you?
Friendly
Helpful
Idealistic
Insightful
Outgoing
Understanding
Cooperative
Generous
Responsible
Forgiving
Patient
Kind

Can you?
Teach/train others
Express yourself clearly
Lead a group discussion
Mediate disputes
Plan and supervise an activity
Cooperate well with others

Like to?
Work in groups
Help people with problems
Do volunteer work
Work with young people
Serve others

Career Possibilities based on Holland Code:

City Manager (SEC)
Clinical Dietician (SIE)
College/University Faculty (SEI)
Community Organization Director (SEA)
Consumer Affairs Director (SER)
Counselor/Therapist (SAE)
Historian (SEI)
Hospital Administrator (SER)
Psychologist (SEI)
Insurance Claims Examiner (SIE)
Librarian (SAI)
Medical Assistant (SCR)
Minister/Priest/Rabbi (SAI)
Paralegal (SCE)
Park Naturalist (SEI)
Physical Therapist (SIE)
Police Officer (SER)
Probation/Parole Officer (SEC)
Real Estate Appraiser (SCE)
Recreation Director (SER)
Registered Nurse (SIA)
Teacher (SAE)
Social Worker (SEA)
Speech Pathologist (SAI)
Vocational-Rehabilitation Counselor (SEC)
Volunteer Services Coordinator (SEC)
Enterprising (Persuaders)

People who like to work with people, influencing, persuading, leading or managing for organizational goals or economic gain. People with Enterprising interests like work that has to do with starting up and carrying out business projects. These people like taking action better than thinking about things.

Are you?
Self-confident
Assertive
Persuasive
Energetic
Adventurous
Popular
Ambitious
Agreeable
Talkative
Extroverted

Can you?
Spontaneous
Optimistic
Initiate projects
Convince other people to do things your way
Sell things
Give talks or speeches
Organize activities
Lead a group
Persuade others

Like to?
Make decisions
Be elected to office
Start your own business
Campaign politically
Meet important people
Have power or status

Career Possibilities based on Holland Code:

Advertising Executive (ESA)
Advertising Sales Rep (ESR)
Banker/Financial Planner (ESR)
Branch Manager (ESA)
Chamber of Commerce Exec (ESA)
Credit Analyst (EAS)
Customer Service Manager (ESA)
Education & Training Manager (EIS)
Emergency Medical Technician (ESI)
Entrepreneur (ESA)
Foreign Service Officer (ESA)
Funeral Director (ESR)
Insurance Manager (ESC)
Interpreter (ESA)
Lawyer/Attorney (ESA)
Lobbyist (ESA)
Office Manager (ESR)
Personnel Recruiter (ESR)
Politician (ESA)
Public Relations Rep (EAS)
Retail Store Manager (ESR)
Sales Manager (ESA)
Social Service Director (ESA)
Stockbroker (ESI)
Tax Accountant (ECS)

Conventional (Organizers)

People who like to work with data, have clerical or numerical ability, carry out tasks in detail, or follow through on others’ instructions. People with Conventional interests like work that follows set procedures and routines. They prefer working with information and paying attention to details rather than working with ideas.

Are you?
Well-organized
Accurate
Numerically inclined
Methodical
Conscientious
Efficient
Conforming
Thrift
Systematic
Structured
Polite
Ambitious
Obedient

Can you?
Work well within a system
Do a lot of paperwork in a short time
Keep accurate records
Use a computer terminal
Write effective business letters

Like to?
Follow clearly defined procedures
Use data processing equipment
Work with numbers
Be responsible for details
Collect and organize things

Career Possibilities based on Holland Code:

Abstractor (CSI)
Accountant (CSE)
Administrative Assistant (ESC)
Budget Analyst (CER)
Business Manager (CSE)
Business Programmer (CRI)
Business Teacher (CSE)
Catalog Librarian (CSE)
Claims Adjuster (SEC)
Computer Operator (CSR)
Congressional District Aide (CES)
Cost Accountant (CES)
Court Reporter (CSE)
Credit Manager (ESC)
Customs Inspector (CEI)
Editorial Assistant (CSI)
Elementary School Teacher (SEC)
Financial Analyst (CSI)

Insurance Manager (ESC)
Insurance Underwriter (CSE)
Internal Auditor (ICR)
Kindergarten Teacher (ESC)
Medical Records Technician (CSE)
Museum Registrar (CSE)
Safety Inspector (RCS)
Tax Accountant (ECS)
Travel Agent (ECS)
### Holland Codes for Purdue University Calumet Academic Majors

<table>
<thead>
<tr>
<th>College of Business</th>
<th>College of Education</th>
<th>College of Engineering, Mathematics &amp; Science</th>
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</thead>
<tbody>
<tr>
<td>Business (ESC)</td>
<td>Elementary Education (SAC)</td>
<td>Biology (IR)</td>
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<tr>
<td>Business Analytics (IEC)</td>
<td>Education –Grades K-6 (SA)</td>
<td>Biotechnology (RIC)</td>
</tr>
<tr>
<td>Business Economics (ICE)</td>
<td>Secondary Education (SAE)</td>
<td>Chemistry (IRC)</td>
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<tr>
<td>Finance (CIE)</td>
<td>Counseling and Development (SIA)</td>
<td>Medical Technology (RIS)</td>
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<td>Human Resource Management (ESC)</td>
<td>Special Education (SA)</td>
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<td>Hospitality &amp; Tourism Management (ECS)</td>
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<td>Computer Science (IRC)</td>
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<td>Fitness Management (ES)</td>
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<td></td>
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<td>Mathematics (ICA)</td>
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<td>Mechanical Engineering (IRC)</td>
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</tbody>
</table>

### College of Liberal Arts & Social Sciences

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<tr>
<td>Communication (EAS)</td>
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<td>English (AES)</td>
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<td>Foreign Language (SAI)</td>
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<td>History (SEI)</td>
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<td>Human Development and Family Studies (SE)</td>
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<tr>
<td>Philosophy (SAI)</td>
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<td>Political Science (IAS)</td>
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<tr>
<td>Psychology (SIA)</td>
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<tr>
<td>Sociology (IAS)</td>
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### Holland Codes for Purdue University Calumet Academic Majors

<table>
<thead>
<tr>
<th>College of Nursing</th>
<th>College of Technology</th>
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<tbody>
<tr>
<td>Nursing (SIC)</td>
<td>Computer Graphic Technology (ICR)</td>
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<td>Computer Information Technology (IEC)</td>
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<td>Construction Management and Engineering Technologies (ERC)</td>
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<td>Organizational Leadership and Supervision (IEA)</td>
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<td>Environmental Health &amp; Safety (CR)</td>
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<td>Electrical Engineering Technology (RIC)</td>
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<td>Mechanical Engineering Technology (RIC)</td>
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<td></td>
<td>Mechatronics Engineering Technology (IRC)</td>
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