

Realistic Personality

- Hands-on people who enjoy exploring things, fixing things, making things with their hands
- Express themselves and achieve primarily through their bodies rather than through words, thoughts, feelings
 - Usually independent, practical minded, strong, well coordinated, aggressive, conservative, rugged individualists
 - Like the challenge of physical risk, being outdoors, using tools and machinery
 - Prefer concrete problems rather than abstract ones
 - Solve problems by doing something physical

Investigative Personality

- Persons who live very much “in their minds”
- Unconventional and independent thinkers, intellectually curious, very insightful, logical, persistent
- Express themselves and achieve primarily through their minds rather than through association with people or involvement with things
 - Like to explore ideas through reading, discussing
 - Enjoy complex and abstract mental challenges
 - Solve problems by thinking and analyzing

Artistic Personality

- See new possibilities and want to express them in creative ways
- Especially attuned to perception of color, form, sound, feeling
- Prefer to work alone and independently rather than with others
- Enjoy beauty, variety, the unusual in sight, sound, texture, people
- Need fairly unstructured environment to provide opportunities for creative expression
 - Solve problems by creating something new

Social Personality

- People persons who “live” primarily in their feelings
- Sensitive to others, genuine, humanistic, supportive, responsible, tactful, perceptive
- Enjoy closeness with others, sharing feelings, being in groups and in unstructured settings that allow for flexibility and caring
 - Solve problems primarily by feeling and intuition, by helping others

Enterprising Personality

- Project persons who are absorbed in their strategies
- Energetic, enthusiastic, confident, dominant, political, verbal, assertive, quick decision makers
 - Self-motivated leaders who are talented at organizing, persuading, managing
 - Achieve primarily by using these skills in dealing with people and projects
 - Enjoy money, power, status, being in charge

Conventional Personality

- Persons who “live” primarily in their orderliness
- Quiet, careful, accurate, responsible, practical, persevering, well organized, task oriented
- Have a strong need to feel secure and certain, get things finished, attend to every detail, follow a routine
 - Prefer to work for someone of power and status than be in such a position themselves
 - Solve problems by appealing to and following the rules



REALISTIC

Agriculture, Nature, Military Activities, Athletics, Mechanical Activities

| *Personality <i>Who Am I?</i> | *Values and Aptitudes <i>What Gives Me Satisfaction?</i> | *Work Environment <i>Where Can I Work?</i> |
|--|--|--|
| <ul style="list-style-type: none"> -Athletic -Conventional -Frank -Genuine -Mature -Mechanical -Modest -Nature-loving -Objective -Persistent -Practical -Result-oriented -Self-reliant -Stable -Traditional | <ul style="list-style-type: none"> -Working with objects, plants and animals -Working outdoors or engaging in adventurous or risky activities -Trouble shooting and problem solving -Building or creating things -Concrete, tangible results accomplished by hands-on physical activity -Engaging in physical or athletic activities -Manual skill and dexterity -Physical strength and stamina -Solving mathematical problems -Using mechanical ingenuity -Operating tools and machinery -Producing results through systematic procedures | <ul style="list-style-type: none"> -Agricultural environments -Airlines -Automotive companies -Construction companies -Engineering/Technical firms -Farms and ranches -Forest Service -Government agencies -Manufacturing firms -Military -Parks and recreation -Physical education programs -Sports environments -Vocational schools -Zoos |

| +Possible Occupations <i>What can I do?</i> | +Possible CSU, Chico Majors <i>Where do I begin?</i> |
|---|---|
| <ul style="list-style-type: none"> • Agricultural Economist • Agricultural Engineer • Agriculture Teacher • Agronomist • Air Traffic Controller • Aircraft Mechanic • Animal Scientist • Architect • Athletic Trainer • Biomedical Equipment Technician • Broadcast Technician • Building Contractor • Business Owner • Civil Engineer • Computer Engineer • Computer Support Specialist • Computer Technician • Construction Manager • Emergency Medical Technician • Environmental Analyst • Fish/Wildlife Specialist • Forester • Geographer • Geologist • Horticulturist • Hydrologist • Industrial Arts Teacher • Industrial Technologist • Landscape Architect • Mathematician • Mechanical Engineer • Military Officer • Mining Engineer • Nuclear Reactor Technician • Optician • Pharmacist • Pilot • Police Officer • Physical Therapist • Production Engineer • Quality Control Specialist • Radiology Technologist • Recreation Director • Robotics Technician • Sports Trainer • Surveyor • Technical Writer • Vocational Teacher • Zoo Keeper • Photographer • Technical Manager | <ul style="list-style-type: none"> Agriculture/Ag Business Anthropology Applied Computer Graphics Biological Sciences Business Administration Business Information Sys. Computer Information Sys. Construction Management Concrete Industry Management Criminal Justice Engineering Environmental Science Exercise Physiology Geography & Planning Geology Geosciences Health Sciences Instructional Design & Tech. Kinesiology Manufacturing Technology Mathematics Music Industry & Tech. Nutrition & Food Sciences Recreation Administration |

+Gottfredson, G., & Holland, J. (1989), Dictionary of Holland Occupational Codes. Psychological Assessment Resources, Inc.

*Holland, J., (1985), Making Vocational Choices A Theory of Vocational Personalities & Work Environments. Prentice-Hall, Inc.



ARTISTIC

Music, Drama/Theater, Art, Applied Arts, Writing, Culinary Arts

| *Personality <i>Who Am I?</i> | *Values and Aptitudes <i>What Gives Me Satisfaction?</i> | *Work Environment <i>Where Can I Work?</i> |
|---|--|--|
| <ul style="list-style-type: none"> -Complex -Creative -Dramatic -Expressive -Idealistic -Imaginative -Independent -Innovative -Intuitive -Original -Progressive -Self-expressive -Sensitive -Unconventional | <ul style="list-style-type: none"> -Inventing, decorating, designing -Composing and writing -Conceptualizing and creating from emotions and instincts -Finding innovative solutions to old problems -Entertaining, acting, performing -Expressing ideas or feelings in verbal or nonverbal form -Utilizing perceptual and motor skills -Creating artwork (e.g., painting, sculpting, photography) -Playing musical instruments / singing -Independent and/or unstructured activities | <ul style="list-style-type: none"> -Architectural design firms -Art studios and galleries -Environments that encourage artistic expression -Educational institutions -Graphic art departments -Interior decorating firms -Museums -Photography studios -Publishing firms -Radio, TV, and media organizations -Symphony orchestras -Theatre |

| +Possible Occupations <i>What can I do?</i> | +Possible CSU, Chico Majors <i>Where do I begin?</i> |
|--|--|
| <ul style="list-style-type: none"> • Actor/Actress • Advertising Sales & Promotions • Animator • Architect • Archivist • Art Appraiser • Art Auctioneer • Art Teacher • Art Therapist • Broadcaster • Cartoonist • Cinematographer • Colorist • Commercial Artist • Conservator • Corporate Trainer • Critic • Culinary Artist • Curator • Dance Teacher • Editor • English Teacher • Entertainer • Fashion Designer • Fine Artist • Furniture Designer • Glass Blower • Graphic Artist • Graphic Designer • Instructional Technologist • Interior Designer • Jewelry Designer • Journalist • Landscape Architect • Language Teacher • Lawyer • Layout Artist • Librarian • Magazine Designer • Media Specialist • Medical Illustrator • Museum Technician • Museum Director • Music Composer • Musician • Music Teacher • Orchestra Conductor • Paintings Restorer • Photographer • Playwright • Police Sketch Artist • Printmaker • Public Relations Representative • Radio/TV Writer • Sculptor • Sound Editor • Technical Writer • Translator • Video Producer • Visual Artist • Web Page Developer | <ul style="list-style-type: none"> Applied Computer Graphics Anthropology <i>Museum Studies</i> Art / Fine Arts <i>Interior Design Studio</i> Child Development Communication Design <i>Media Arts Graphic Design</i> English / Linguistics Foreign Language History Humanities Instructional Design & Tech. Journalism / Public Relations Kinesiology Liberal Studies Multicultural Studies Music / Musical Theatre Music Industry & Technology Philosophy Psychology Recreation Administration Religious Studies Social Science Theatre Arts |

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INVESTIGATIVE

Science, Mathematics, Medical Science

| *Personality <i>Who Am I?</i> | *Values and Aptitudes <i>What Gives Me Satisfaction?</i> | *Work Environment <i>Where Can I Work?</i> |
|--|--|---|
| <ul style="list-style-type: none"> -Analytical -Curious -Independent -Innovative -Intellectual -Introspective -Methodical -Objective -Observant -Original -Precise -Rational -Reserved -Scientific | <ul style="list-style-type: none"> - Researching and exploring facts and ideas - Gathering information by questioning - Working independently or in small groups with familiar people - Fostering scientific or technical values - Encouraging mathematical, scientific and scholarly activities - Solving and thinking through abstract problems - Investigating physical, biological and cultural phenomena - Synthesizing, classifying and evaluating - Understanding complex concepts or ideas - Using computer technology - Investigating & solving challenging problems | <ul style="list-style-type: none"> -Archeological sites -Colleges & universities -Computer-related industries -Educational environments -Engineering firms -Environmental organizations -Libraries -Medical facilities -Outdoor environments -Quiet uninterrupted settings -Research environments -Science laboratories -State and federal government agencies |

| +Possible Occupations <i>What can I do?</i> | +Possible CSU, Chico Majors <i>Where do I begin?</i> |
|--|---|
| <ul style="list-style-type: none"> • Anthropologist • Astronomer • Auditor • Bacteriologist • Biochemist • Biologist • Chemist • Chiropractor • College Professor • Computer Programmer • Criminologist • Dentist • Dietitian • Ecologist • Economist • Engineer <ul style="list-style-type: none"> ❖ Civil ❖ Electrical ❖ Mechanical ❖ Chemical • Computer Programmer • FBI Agent • Entomologist • Environmentalist • Geographer • Geologist • Geophysicist • Health & Safety Inspector • Hydrologist • Inventor • Investigator • Librarian • Marine Biologist • Math/Science Teacher • Mathematician • Medical Technologist • Metallurgist • Meteorologist • Microbiologist • Museum Curator • Nutritionist • Optometrist • Pharmacist • Physician • Physicist • Physician Assistant • Podiatrist • Psychologist • Quality Control Specialist • Registered nurse • Research Analyst • Sociologist • Soil Scientist • Speech Audiologist • Statistician • Surveyor • Technical Writer • Translator • Urban & Regional Planner • Veterinarian • Zoologist • Oceanographer | <ul style="list-style-type: none"> Agriculture Anthropology Biological Sciences Business Info. Systems Chemistry Communication Sciences & Disorders Computer Science Criminal Justice Economics Engineering Environmental Science Exercise Physiology Geography & Planning Geology & Geosciences Kinesiology Manufacturing Technology Mathematics Nursing, RN Nutrition & Food Sciences Philosophy Physics Political Science Psychology Sociology |

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SOCIAL

Teaching, Social Service, Medical Service, Religious Activities

| *Personality <i>Who Am I?</i> | *Values and Aptitudes <i>What Gives Me Satisfaction?</i> | *Work Environment <i>Where Can I Work?</i> |
|---|--|---|
| <ul style="list-style-type: none"> -Cooperative -Empathic -Expressive -Friendly -Generous -Helpful -Humanistic -Idealistic -Insightful -Optimistic -Outgoing -Responsible -Tactful -Interpersonal | <ul style="list-style-type: none"> -Motivating people to perform -Promoting well-being of others -Utilizing interpersonal communication skills -Helping individuals with problems -Managing crisis situations -Collaborating in teams -Mediating and negotiating disputes -Using persuasive techniques to influence -Teaching and training others -Evaluating and assessing needs -Fostering social values -Interacting with others to change behavior -Planning and supervising activities | <ul style="list-style-type: none"> -Community service agencies -Corrections/youth facilities -Counseling agencies -Educational environment -Government agencies -Health care facilities -Legal environment -Mental health organizations -Museums and archives -Personnel offices -Recreational centers -Religious organizations -Social service agencies -Non-Profit Agencies |

| +Possible Occupations <i>What can I do?</i> | Possible CSU, Chico Majors <i>Where do I begin?</i> |
|--|--|
| <ul style="list-style-type: none"> • Advisor • Athletic Trainer • Broadcaster • Buyer • Child Care Provider • College Professor • Community Services Director • Counselor <ul style="list-style-type: none"> ❖ MFCC ❖ MSW ❖ Rehabilitation ❖ Career ❖ EAP • Dental Hygienist • Dentist • Dietitian • Editor • Emergency Medical Technician (EMT) • Employee Relations Specialist • Event Planner • Fashion Merchandiser • Foreign Language Instructor • Foreign Service Officer • Gerontologist • Grant Writer • Health Educator • Historian • Home Health Aid • Human Resources Manager • Instructor • Instructional Technologist • Insurance Agent • Lawyer • Librarian • Lobbyist • Mediator/Negotiator • Management Trainee • Minister/Priest/Rabbi • Museum Curator • Nurse • Non-profit manager • Occupational Therapist • Personnel Manager • Physical Therapist • Probation/Parole • Psychologist • Public Health Educator • Real Estate Agent • Recreation Director • School Administrator • Social Scientist • Social Director • Social Worker • Sociologist • Special Education Instructor • Speech Pathologist/Audiologist • Teacher (All levels) • Trainer, Corporate • Translator • Travel Agent • | <ul style="list-style-type: none"> American Studies Business Administration Child Development Communication Sciences & Disorders Communication Studies Criminal Justice Education English / Linguistics Foreign Languages Geography & Planning Health Science History & Humanities Instructional Design & Tech. International Relations Liberal Studies Multicultural & Gender Studies Musical Theatre / Theatre Arts Nursing, RN Philosophy Political Science Psychology Recreation Administration Religious Studies Social Science Social Work Sociology |

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ENTERPRISING

Public Speaking, Law, Politics, Merchandising, Sales, Management

| *Personality <i>Who Am I?</i> | *Values and Aptitudes <i>What Gives Me Satisfaction?</i> | *Work Environment <i>Where Can I Work?</i> |
|--|---|---|
| <ul style="list-style-type: none"> -Adventurous -Ambitious -Articulate -Assertive -Charismatic -Competitive -Dynamic -Enthusiastic -Impulsive -Independent -Persuasive -Leader -Self-confident -Sociable | <ul style="list-style-type: none"> -Leading committees, groups, organizations & companies -Taking initiative and solving problems -Utilizing verbal skills to persuade and sell -Public speaking, giving presentations & writing -Achieving power, status & material possessions -Applying language & interpersonal communications skills -Political maneuvering & economic achievement -Using mathematical ability -Leadership and development skills -Managing & influencing people and projects -Political involvement -Involvement in high risk or competitive activities | <ul style="list-style-type: none"> -Businesses/corporations -Colleges & universities -Entrepreneurial enterprises -Federal & state agencies -Financial institutions -Hotels & resorts -Industrial & manufacturing firms -Insurance agencies -Law offices & courtrooms -Political & economic arenas -Real Estate agencies -Retail or wholesale firms -Stockbrokerages |

| +Possible Occupations <i>What can I do?</i> | +Possible CSU, Chico Majors <i>Where do I begin?</i> |
|---|--|
| <ul style="list-style-type: none"> • Actor/Actress • Administrator • Agribusiness Manager • Architectural Project Manager • Attorney/Judge • Banker • Business Manager • Buyer • Chief Executive Officer • Coach • College Dean/Provost • Columnist • Consultant • Contract Specialist • Controller • Copy Writer • Credit Analyst • Dental Hygienist • Economist • Entrepreneur • Financial Planner • Flight Attendant • Fund Raiser • Government Official • Grant Writer • Hospital Administrator • Hotel Manager • Human Resource Manager • Industrial Engineer • Industrial Relations Director • Insurance Adjuster • Interior Designer • Lawyer • Labor Relations Specialist • Literary Agent • Lobbyist • Manager • Market Analyst • Marketing Promoter • Negotiator • Non-Profit Director • Politician • President/VP higher education • Principal • Public Relations • Purchasing Agent • Radio/TV Announcer • Realtor • Recruiter • Restaurateur • Sales Rep. • Sports Agent • Stage Mgr. • Stockbroker • Systems Analyst • Travel Agent • Wholesaler | <ul style="list-style-type: none"> Agricultural Business Business Administration <i>-Marketing</i> <i>-Management</i> Communication Studies Construction Management Criminal Justice Economics English Journalism Health Sciences Instructional Design & Tech. International Relations Kinesiology Multicultural & Gender Studies Nutrition and Food Sciences Physical Education Political Science Public Administration Recreation Administration <i>-Resort Management</i> <i>Special Events & Tourism</i> Social Science Theater Arts |

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CONVENTIONAL

Data Management, Computer Activities, Office Services

| *Personality <i>Who Am I?</i> | *Values and Aptitudes <i>What Gives Me Satisfaction?</i> | *Work Environment <i>Where Can I Work?</i> |
|--|---|--|
| <ul style="list-style-type: none"> -Accurate -Conscientious -Conservative -Dependable -Efficient -Loyal -Methodical -Orderly -Persevering -Practical -Precise -Self-controlled -Structured -Systematic | <ul style="list-style-type: none"> -Precise accounting and speaking -Following strong leaders -Using computer and business technology -Achieving material possessions and status -Well-defined tasks -Business and economic achievement -Efficiency in organizational activities -Using mathematical abilities and manual dexterity -Details, precision and defined tasks -Organizing & maintaining office procedures -Writing business reports and making charts or graphs -Regular work hours | <ul style="list-style-type: none"> -Accounting firms -Business offices -Court system -Federal, state and local government agencies -Financial institutions -Hospitals -Large corporations -Legal firms -Medical offices -Research firms -Small businesses -Title companies |

| +Possible Occupations <i>What can I do?</i> | +Possible CSU, Chico Majors <i>Where do I begin?</i> |
|--|--|
| <ul style="list-style-type: none"> • Accountant • Actuary • Administrative Assistant • Auditor • Banker • Benefits Administrator • Bookkeeper • Budget Officer • Business Education Teacher • Certified Public Accountant • City Planner • Claims Adjustor • Computer Programmer • Controller • Copy Writer • Corporate Accountant • Credit Manager • Customs Inspector • Data Processing Manager • Desktop Publisher • Editor • Job Developer • Financial Analyst • Grant Writer • Human Resources Manager • Industrial Buyer • Librarian • Loan Officer • Logistics Assistant • Loss Prevention Agent • Market Analyst • Material Cost Analyst • Mathematics Teacher • Medical Records Technician • Military Officer • Nursing Home Administrator • Paralegal • Payroll Clerk • Personal Finance Manager • Proofreader • Public Information Officer • Purchasing Agent • Quality Engineer • Research Analyst • Reservations Agent • Resort Manager • Securities Broker • Small Business Owner • Statistician • Stockbroker • Systems Analyst • Tax Examiner • Technical Writer • Time Study Analyst • Travel Agent • Underwriter | <ul style="list-style-type: none"> Agricultural Business Business Administration <ul style="list-style-type: none"> -Accounting -Finance Business Information Systems <ul style="list-style-type: none"> Accounting Info Systems Management Info Systems Supply Chain Management Child Development Communication Studies <ul style="list-style-type: none"> -Organizational Communication Computer Science Computer Information Systems English Economics Health Administration Instructional Design & Tech. Liberal Studies Manufacturing Technology Mathematics Political Science Public Administration Recreation Administration Social Work |

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PERSONALITY MOSAIC CAREER OPTIONS

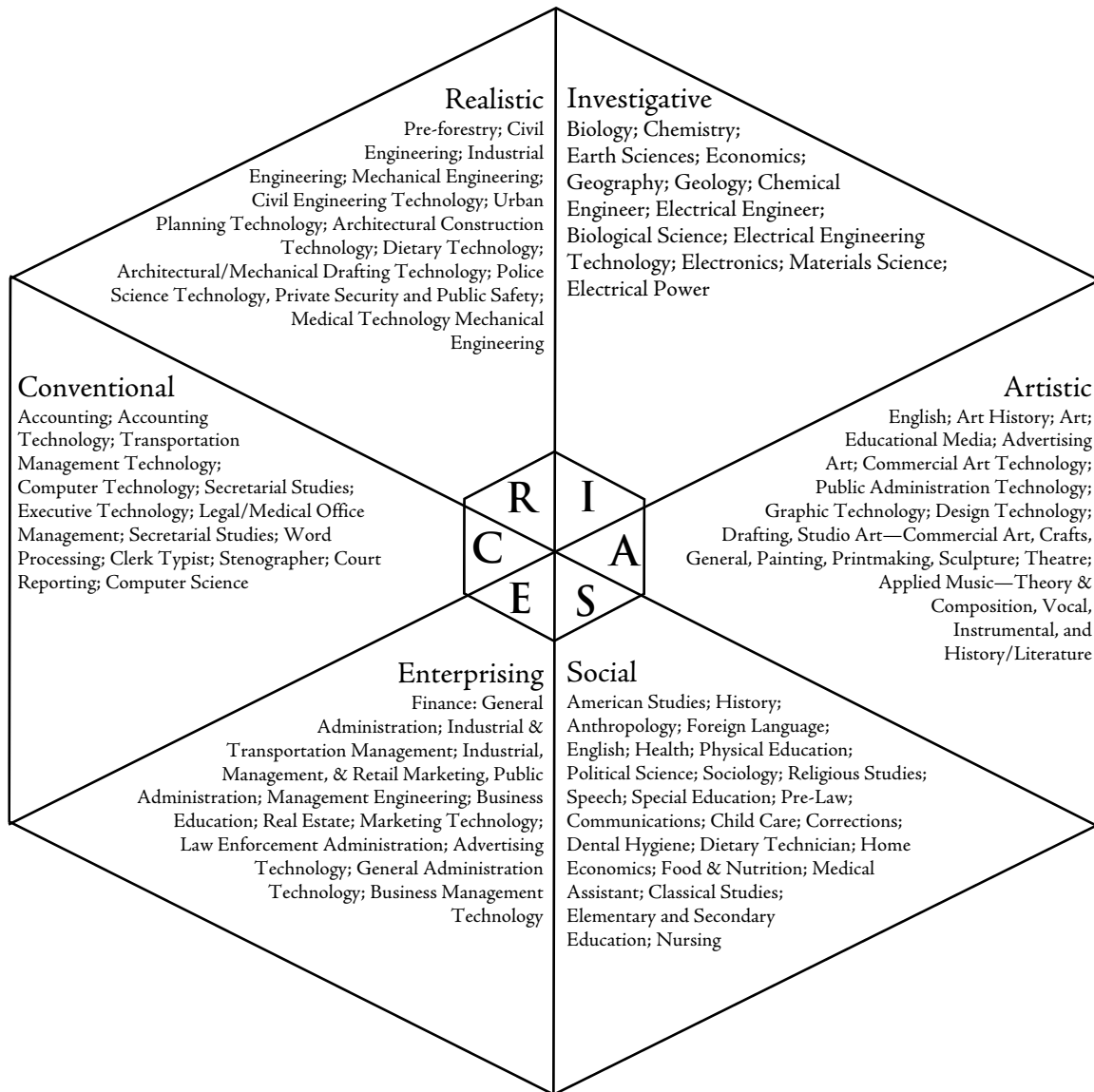
| | |
|----|-----------------------|
| | Total Points Earned |
| 12 | Total Points Possible |
| | Percentage |

Name _____

Date _____

Class _____

Directions: Complete the chart below by listing the 1st, 2nd, and 3rd personality types and choosing three careers for each option from the above diagram. (1 point per blank)



| | | | | |
|-----------------|--|--|--|--|
| 1 st | | | | |
| 2 nd | | | | |
| 3 rd | | | | |

Source: Provided by Montana State University Career Services; Adapted from John Holland, *Making Personal Career Choices: A Theory of Careers* (1973)