

Holland Work Environment/Personality Type Scale

Directions: After reading each Interest Factor across the page, rate self in the six interest categories in the right hand column. “5” designates the interest most like you while “1” indicates interest factor least like you. Highlight the top two Interest Factors. Correlate findings with descriptions of selected health occupations.

Interest Factor	Interests	Work Activities	Characteristics	5	4	3	2	1
Realistic <i>R</i> “Doers”	<input type="checkbox"/> Machines <input type="checkbox"/> Tools <input type="checkbox"/> Work outdoors	<input type="checkbox"/> Operating equipment <input type="checkbox"/> Using tools <input type="checkbox"/> Building <input type="checkbox"/> Repairing	<input type="checkbox"/> Conforming <input type="checkbox"/> Humble <input type="checkbox"/> Natural <input type="checkbox"/> Shy <input type="checkbox"/> Materialistic <input type="checkbox"/> Honest <input type="checkbox"/> Practical <input type="checkbox"/> Thrifty <input type="checkbox"/> Stable					
Investigative <i>I</i> “Problem Solvers”	<input type="checkbox"/> Science <input type="checkbox"/> Theories <input type="checkbox"/> Ideas <input type="checkbox"/> Data	<input type="checkbox"/> Lab work <input type="checkbox"/> Solving Abstract Problems <input type="checkbox"/> Researching	<input type="checkbox"/> Analytical <input type="checkbox"/> Curious <input type="checkbox"/> Introverted <input type="checkbox"/> Precise <input type="checkbox"/> Cautious <input type="checkbox"/> Independent <input type="checkbox"/> Methodical <input type="checkbox"/> Rational <input type="checkbox"/> Critical <input type="checkbox"/> Intellectual <input type="checkbox"/> Modest <input type="checkbox"/> Reserved					

Source: University of Kansas, Counseling and Psychological Services. <http://www.caps.ku.edu/career/tests/shtml>
 NIACC Career Decision Making: Chapter 3 <http://staff.niacc.cc.ia.us/~tewers/chapter3.html>

Interest Factor	Interests	Work Activities	Characteristics	5	4	3	2	1
Artistic A “Creators”	<input type="checkbox"/> Self expression <input type="checkbox"/> Art Appreciation	<input type="checkbox"/> Composing music <input type="checkbox"/> Writing <input type="checkbox"/> Creating visual art <input type="checkbox"/> Cooking	<input type="checkbox"/> Complicated <input type="checkbox"/> Expressive <input type="checkbox"/> Impractical <input type="checkbox"/> Intuitive <input type="checkbox"/> Disorderly <input type="checkbox"/> Idealistic <input type="checkbox"/> Impulsive <input type="checkbox"/> Nonconforming <input type="checkbox"/> Emotional <input type="checkbox"/> Imaginative <input type="checkbox"/> Independent <input type="checkbox"/> Original					
Social S “Helpers”	<input type="checkbox"/> People <input type="checkbox"/> Team work <input type="checkbox"/> Human Welfare <input type="checkbox"/> Community Service	<input type="checkbox"/> Teaching <input type="checkbox"/> Explaining <input type="checkbox"/> Helping	<input type="checkbox"/> Convincing <input type="checkbox"/> Generous <input type="checkbox"/> Insightful <input type="checkbox"/> Sociable <input type="checkbox"/> Cooperative <input type="checkbox"/> Helpful <input type="checkbox"/> Kind <input type="checkbox"/> Tactful <input type="checkbox"/> Friendly <input type="checkbox"/> Idealistic <input type="checkbox"/> Responsible <input type="checkbox"/> Understanding					

Source: University of Kansas, Counseling and Psychological Services. <http://www.caps.ku.edu/career/tests/shtml>
 NIACC Career Decision Making: Chapter 3 <http://staff.niacc.cc.ia.us/~tewers/chapter3.html>

Strategies for Student Success in Health Occupations
 California Community College Health Care Initiative

Interest Factor	Interests	Work Activities	Characteristics	5	4	3	2	1
Enterprising <i>E</i> “Persuaders”	<input type="checkbox"/> Business <input type="checkbox"/> Politics <input type="checkbox"/> Leadership <input type="checkbox"/> Influence	<input type="checkbox"/> Selling <input type="checkbox"/> Persuading <input type="checkbox"/> Managing	<input type="checkbox"/> Adventurous <input type="checkbox"/> Domineering <input type="checkbox"/> Optimistic <input type="checkbox"/> Risk-taking <input type="checkbox"/> Ambitions <input type="checkbox"/> Energetic <input type="checkbox"/> Sociable <input type="checkbox"/> Pleasure-seeking <input type="checkbox"/> Attention-getting <input type="checkbox"/> Impulsive <input type="checkbox"/> Popular					
Conventional <i>C</i> “Organizers”	<input type="checkbox"/> Organization <input type="checkbox"/> Data <input type="checkbox"/> Finance	<input type="checkbox"/> Defining Procedures <input type="checkbox"/> Organizing <input type="checkbox"/> Operating Systems	<input type="checkbox"/> Careful <input type="checkbox"/> Conservative <input type="checkbox"/> Obedient <input type="checkbox"/> Practical <input type="checkbox"/> Conforming <input type="checkbox"/> Efficient <input type="checkbox"/> Orderly <input type="checkbox"/> Self-controlled <input type="checkbox"/> Conscientious <input type="checkbox"/> Inhibited <input type="checkbox"/> Persistent <input type="checkbox"/> Unimaginative					

Source: University of Kansas, Counseling and Psychological Services. <http://www.caps.ku.edu/career/tests/shtml>
 NIACC Career Decision Making: Chapter 3 <http://staff.niacc.cc.ia.us/~tewers/chapter3.html>