Holland-Code

Personality - Work Environment

Career Strengths - Constraints - Focus

Report

for

Sample, Client F.

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and

Sample, Client M.

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INTRODUCTION

Provided they have the necessary abilities, the work environments which match their personality may be the most rewarding and should be seriously considered. This report provides information that can be used to help them identify potential work environments in which areas of work that match their personalities may be found.

Work Environments and Personality

John L. Holland (*Making Vocational Choices: A Theory of Vocational Personalities and Work Environments*, 1997) proposed that being able to express one's personality within the work environment leads to personal satisfaction and effectiveness. Six work environments with matching personality types are described:

Realistic

Work environments emphasize actions with "things" based on scientific or mechanical principles rather than involvement with cultural or aesthetic activities or issues. Assertive and competitive behavior intended to solve problems is preferred to intellectualization and abstract theorization.

Investigative

Work environments emphasize the organization and understanding of "data" rather than working with material "things" or closely with people. Other people may be recipients of the processed data, but are not the primary focus. Thinking, observing, and individual responsibility are more important than group participation.

Artistic

Work environments emphasize activities involving "ideas" and "things" with a minimum of rules or structure in deference to creativity, inventiveness, and sensitivity. The focus is on thinking, organizing, creating, and understanding artistic, cultural or organizational elements either independently or through collaboration.

Social

Work environments emphasize close interpersonal relationships and activities involved with teaching or helping others. Help-giving actions are more important than intellectual or physical work with "things."

Enterprising

Work environments involve activities with "people" and "data" where the purpose is to lead others and direct their actions.

Conventional

Work environments emphasize clarity, structure, order, rules, and regulations with avoidance of ambiguity and a focus on "data."

Suggested Work Environments

Their six personality attributes are presented in the following chart. Each attribute corresponds to a work environment. Their attributes should be viewed in priority with the largest score being number one. That is the sequence in which the selection of a work environment and potential careers from it should be considered.
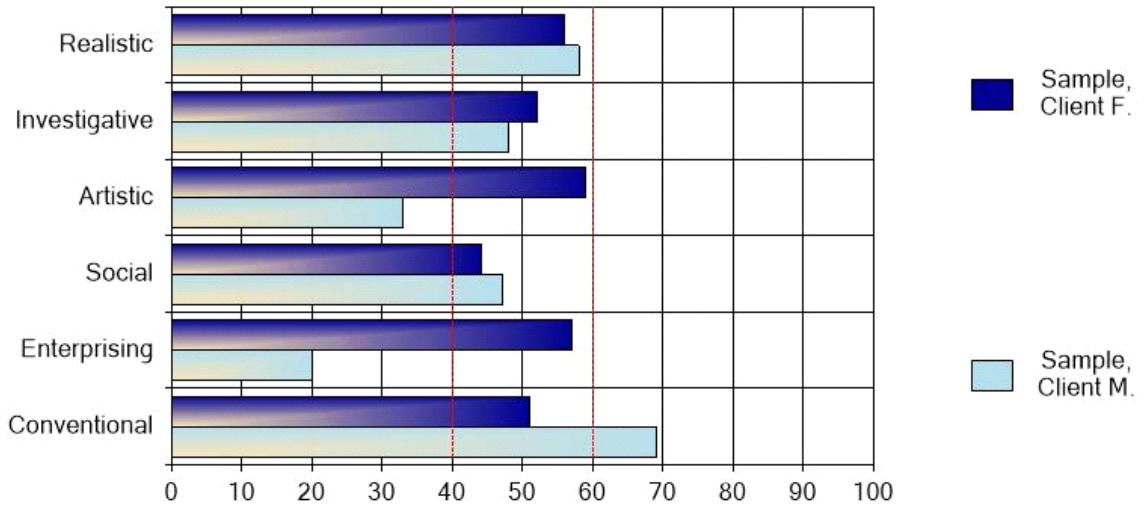
Their relevant personality attributes are summarized below and should also be considered in the selection and exploration of work environments and careers.

Realistic

Sample, Client F.

She may be conscientious and, with a strong sense of duty, avoid playfulness and non-essential activities. For her, stability and continuation may be more important than the new and different.

Sample, Client M.

He may be conscientious and, with a strong sense of duty, avoid playfulness and non-essential activities. For him, stability and continuation may be more important than the new and different.

Investigative

Sample, Client F.

About as reliable and diligent as are most people, she is as attentive to duties, the responsibilities of adulthood, and obligations as others. This may allow for satisfaction in the Investigative data-focused work environment where the organization and derivation of meaning from data are based on observation and analysis with minimal direct action or interaction.

<p align="center">Sample, Client M.</p>

About as reliable and diligent as are most people, he is as attentive to duties, the responsibilities of adulthood, and obligations as others. This may allow for satisfaction in the Investigative data-focused work environment where the organization and derivation of meaning from data are based on observation and analysis with minimal direct action or interaction.

Artistic

<p align="center">Sample, Client F.</p>

Challenges found in complexity and disorder may be stimulating to her. She may comprehend problems or situations rapidly and enjoy change and variety. Typically, she is seen as perceptive, spontaneous, and aesthetically inclined. *This can provide opportunities to serve customers that others may miss or to create new products or works of art*. Satisfaction may be found in the Artisitc idea- and thing-focused work environment where routine is avoided and the utilization of independence and creativity are emphasized in tasks involving objects or people.

<p align="center">Sample, Client M.</p>

He may perceive change or risk as undesirable, and instead seek a stable, consistent environment. *The perception of rigidity or that he may lack imagination may reduce others' expectations of him*. This is a poor match for the Artisitc idea- and thing-focused work environment where routine is avoided and the utilization of independence and creativity are emphasized in tasks involving objects or people.

Social

<p align="center">Sample, Client F.</p>

She may avoid close ties and involvement with others. Subtly negativistic, she may withhold resources or unintentionally interfere with others' accomplishments. *Customers and others may perceive this as a lack of concern and support*. This is probably a poor match for the Social people-focused work environment where the provision of assistance to others is primary and is based upon the formation of close relationships.

<p align="center">Sample, Client M.</p>

His involvement in behavior, which provides material or emotional support to others, is about as frequent as that of most people.   This may allow for satisfaction in the Social people-focused work environment where the provision of assistance to others is primary and is based upon the formation of close relationships.

Enterprising

Sample, Client F.

Enterprising, and pleasure seeking, she may not exercise self-restraint or appropriately postpone gratification. While many may see her as entertaining, others may also view her as self-centered and pushy. Satisfaction may be found in the Enterprising data- and people-focused work environment where verbal persuasions and leadership are utilized to direct others.

Sample, Client M.

Moderate, cautious, and slow to respond in interpersonal encounters or pleasurable activities, he may be viewed as self-denying and lacking in excitement. *Customers may view this as excessive passivity and tedious*. This is a poor match for the Enterprising data- and people-focused work environment where verbal persuasions and leadership are utilized to direct others.

Conventional

Sample, Client F.

Concerns with neatness, organization, or the planning of her activities are similar to those of most people. Stability is preferred to chaos, but not to the exclusion of change and variety.   This may allow for satisfaction in the data-focused Conventional work environment where structure and order are emphasized with an adherance to rules and regulations.

Sample, Client M.

He is not likely to endure setbacks and distractions easily, nor is he likely to welcome change and variety; rather he steadily pursues his goals in a stable and consistent manner. *Colleagues and customers may view this as either too rigid or as desirable dedication to their needs*. Satisfaction will probably be found in the data-focused Conventional work environment where structure and order are emphasized with an adherance to rules and regulations.

Personality Factors

Approach to Life

Sample, Client F.

Affected

Sample, Client M.

Scientific

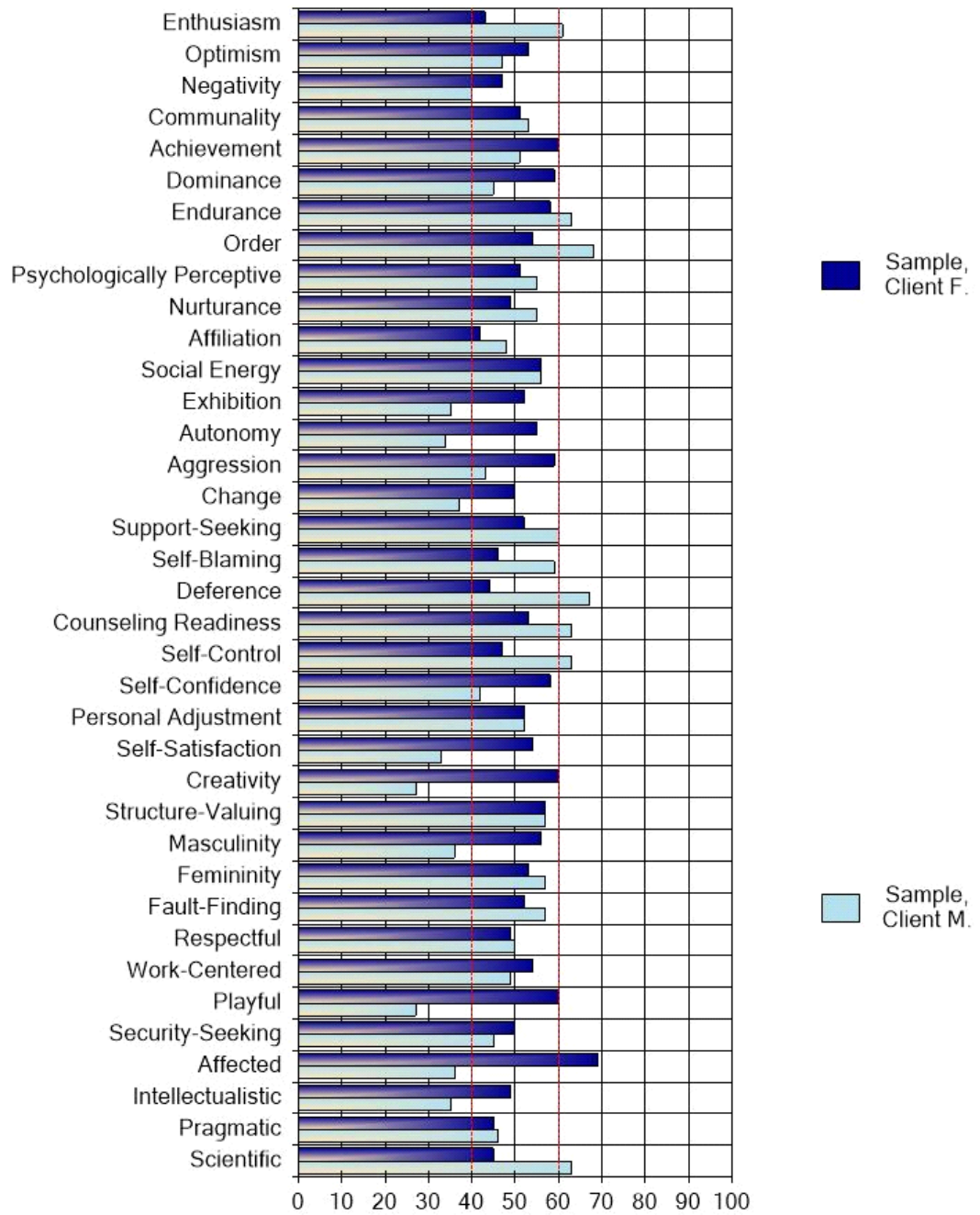## Reasoning Method

Sample, Client F.

Emphasizes personal values

Sample, Client M.

Analytic

Personality Profile

Career Strengths And Weaknesses

Strengths

Sample, Client F.

Affected: Informality, pleasure, feelings, emotions and action are emphasized over structure, reasoning, and evaluation.

Origence: The ability to think imaginatively, to bring new ideas and tangible products into being, to modify the environment in accordance with aesthetic criteria, and to discern the underlying elements of order in disorder.

Sample, Client M.

Submissiveness: Consistent, self-disciplined, rule-respecting tendencies with a preference for cooperation as opposed to competition and following rather than leading.

Enthusiasm: General energy level, expressiveness, and task responsiveness.

Endurance: To persist in any task undertaken.

Order: To place special emphasis on neatness, organization, and planning in one's activities.

Deference: To seek and maintain subordinate roles in relationships with others.

Counseling Readiness: To accept counseling or professional advice in regard to personal problems, psychological difficulties, and the like.

Coaching Readiness: To accept coaching, training, or professional advice in regard to personal or professional behavior.

Self-Control: The extent to which restraint and self-control are imposed, and valued.

Scientific: Rationality and analysis are emphasized over feelings and emotion, suggesting logicality, industriousness, and cognitive clarity.

Constraints

Sample, Client F.

Sample, Client M.

Assertiveness: Ascendant, demanding, strong-willed tendencies demonstrated through active, pleasurable, and self-satisfying behavior.

Individuality: Autonomous, independent and self-directed tendencies demonstrated through nonconforming, even rebellious, behavior, but accompanied by a tolerant acceptance of the behaviors of others.

Exhibition: To behave in such a way as to elicit the immediate attention of others.

Autonomy: To act independently of others or of social values and expectations.

Change: To seek novelty of experience and to avoid routine.

Self-Satisfaction: The sense of personal worth or harmony between what one is and what one wants to be.

Creativity: The desire to do and think differently from the norm, and a talent for originality.

Masculinity: The role-qualities such as ambition, assertiveness, and initiative that are associated with the stereotypical notions of masculinity.

Playful: The attitudes of playfulness, impulsivity, and self-centeredness that are associated with the concept of a 'free' or very expressive child.

Affected: Informality, pleasure, feelings, emotions and action are emphasized over structure, reasoning, and evaluation.

Intellectualistic: Both affect and rationality are emphasized, suggesting versatility, unconventionality, and individuality.

Origence: The ability to think imaginatively, to bring new ideas and tangible products into being, to modify the environment in accordance with aesthetic criteria, and to discern the underlying elements of order in disorder.

Careers to consider

Sample, Client F.

Performing and dramatic arts
Sales

Sample, Client M.

Sciences
Mathematics
Politics