Holland-Code

Personality - Work Environment

Career Strengths - Constraints - Focus

Report

for

Sample, Client M.

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INTRODUCTION

Provided he has the necessary abilities, the work environments which match his personality may be the most rewarding and should be seriously considered. This report provides information that can be used to help him identify potential work environments in which areas of work that match his personality may be found. His personality is presented as "Real" and "Ideal," (i) in the chart. His Real personality describes the way he currently acts most of the time; however, some of those actions may not be what he wants in the future. His Ideal personality describes the way he would like to act. When the Real and Ideal are different it may indicate a sincere desire to make behavioral changes. When that is the case and an effort is being made to make those changes the data for the Ideal should be given more importance than the Real when considering the content of this report. Further, if there is a several point or greater difference between the Real and Ideal, but there is no current desire to make behavioral changes, the difference should still be considered as it may suggest change that will occur over time or the ease with which education and training may be completed and the success of that endeavor. Now, review the work environments and then his personality type(s) to identify which may be appropriate for him.

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

His six personality attributes are presented in the following chart. Each attribute corresponds to a work environment. His 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.
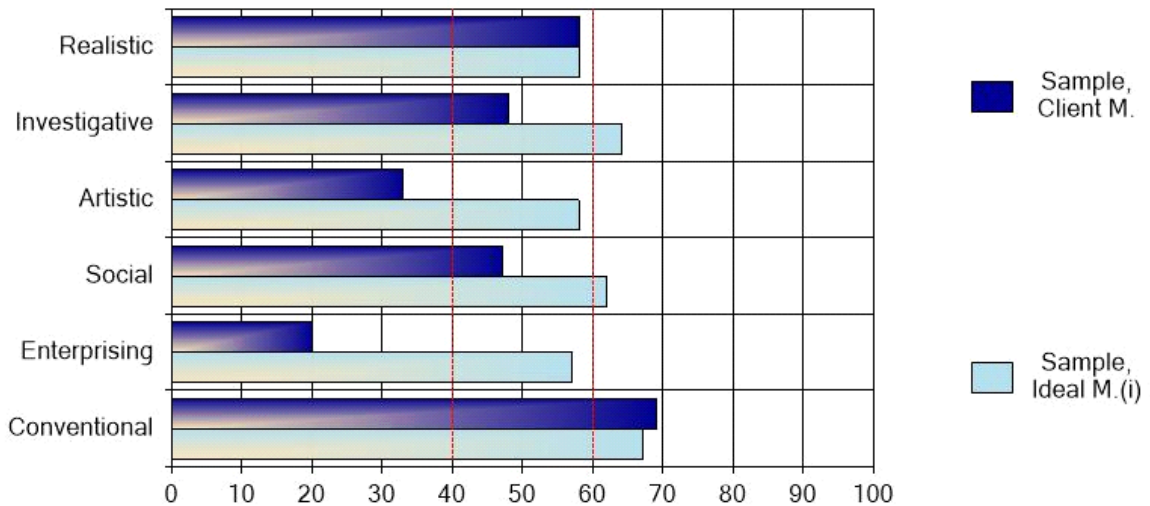
His relevant personality attributes are summarized below and should also be considered in the selection and exploration of work environments and careers.

Realistic

Based on Current (As I am most of the time) Behavior

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.

Based on Preferred (As I would like to be)

Same.

Investigative

Based on Current (As I am most of the time) Behavior

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.

<u>Based on Preferred (As I would like to be)</u>

Reliable, ambitious, and diligent, he is likely to be viewed as self-disciplined and attentive to duties and obligations. This self-discipline is admirable, but when too intense may have been obtained at the cost of spontaneity, and the ability to enjoy peace and quiet. *The lack of 'down time' may cause burnout.* Satisfaction will probably be found 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

<u>Based on Current (As I am most of the time) Behavior</u>

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.

<u>Based on Preferred (As I would like to be)</u>

Challenges found in complexity and disorder may be stimulating to him. He may comprehend problems or situations rapidly and enjoy change and variety. Typically, he 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.

Social

<u>Based on Current (As I am most of the time) Behavior</u>

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.

<u>Based on Preferred (As I would like to be)</u>

A genuine concern for the welfare of others results in cooperative and tactful behavior. He is both sympathetic and supportive of others, and he values his relationships.   Satisfaction will probably be found 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

<u>Based on Current (As I am most of the time) Behavior</u>

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.

<u>Based on Preferred (As I would like to be)</u>

Enterprising, and pleasure seeking, he may not exercise self-restraint or appropriately postpone gratification. While many may see him as entertaining, others may also view him 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.

Conventional

<u>Based on Current (As I am most of the time) Behavior</u>

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.

<u>Based on Preferred (As I would like to be)</u>

Same.

Personality Factors

Approach to Life

<u>Based on Current (As I am most of the time) Behavior</u>

Scientific

<u>Based on Preferred (As I would like to be)</u>

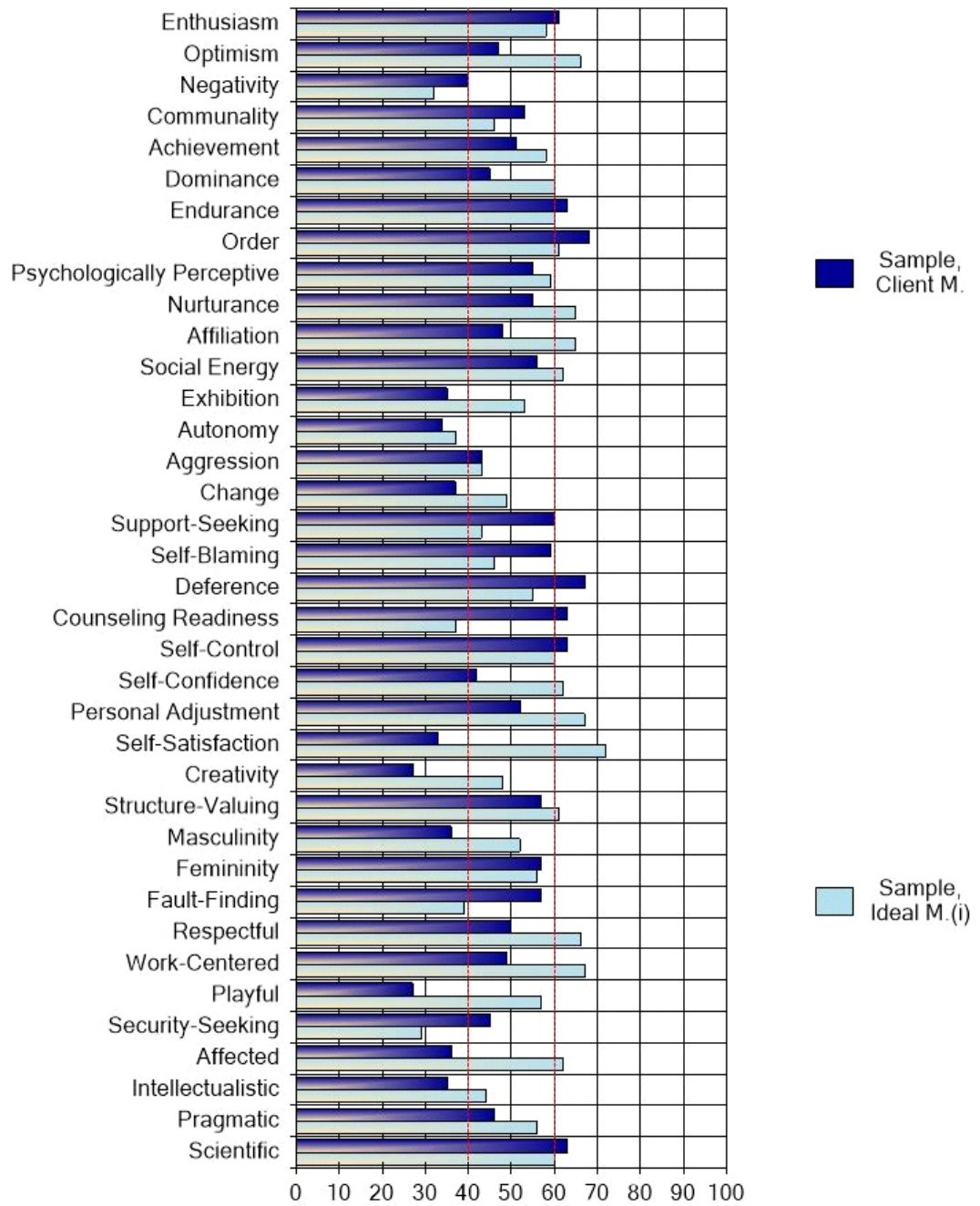Pragmatic

Reasoning Method

<u>Based on Current (As I am most of the time) Behavior</u>

Analytic

<u>Based on Preferred (As I would like to be)</u>

Compartmentalizes - Reductionistic

Personality Profile

Career Strengths And Weaknesses

Strengths

<u>Based on Current (As I am most of the time) Behavior</u>

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.

<u>Based on Preferred (As I would like to be)</u>

Productiveness: Resourceful, resolute, productive behavior resulting in the completion of goal-oriented tasks. Power and intellectual ability are respected and utilized.

Sociability: Gregarious, compassionate tendencies demonstrated through close, warm interpersonal relationships.

Optimism: A positive orientation expressed in cheerfulness, adaptability, and focus.

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

Nurturance: To engage in behavior that provides material or emotional benefits to others.

Affiliation: To seek and maintain numerous personal friendships.

Sexuality: To seek the company of and derive emotional satisfaction from social and erotic interactions with peers.

Social Energy: To respond warmly to interpersonal encounters and plunge into life's activities with gusto and vitality.

Self-Confidence: To attain gratification though self-confident, poised, and self-assured behavior.

Personal Adjustment: The ability to cope with situational and interpersonal demands and stress with a feeling of efficacy.

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

Structure-Valuing: Steadiness, self-discipline, and good judgment of the kind required in positions of military (or structured) leadership.

Respectful: The attitudes of support, stability, and acceptance that are associated with the concept of a nurturing parent.

Work-Centered: The attitudes of independence, objectivity, and industriousness that are associated with the concept of a mature adult.

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

Constraints

<u>Based on Current (As I am most of the time) Behavior</u>

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.

<u>Based on Preferred (As I would like to be)</u>

Negativity: A negative outlook expressed through interfering, impeding, and conflicted behavior.

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

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.

Fault-Finding: The attitudes of evaluation, severity, and skepticism that are associated with the concept of a critical parent.

Security-Seeking: The attitudes of deference, conformity, and self-discipline that are associated with the concept of an 'adapted' or very dutiful child.

Careers to consider

<u>Based on Current (As I am most of the time) Behavior</u>

Sciences
Mathematics
Politics

<u>Based on Preferred (As I would like to be)</u>

Commerce and business
Finance
Management
Service occupations
Teacher