

GALAXY® GUIDE TO HOLLAND INTEREST AREAS AND WORK ENVIRONMENTS



The Holland Areas

Realistic (The Doers)

People with realistic interests like working with their hands, tools, equipment and machines. They might be athletic. Often, they work with plants or animals. Realists are often thought of as practical doers. They see situations and tasks clearly and deal with them sensibly. They like to see what they have made, repaired or accomplished when they are finished. Many people with realistic interests work outside—in fields and forests, on or under the water, on construction sites and road projects, in gardens and parks, in zoos and on farms.

Others work inside—in machine or repair shops, in truck cabs or cockpits, in cafés or medical labs. Still others have jobs that require them to spend time both outside and in, such as surveyors, civil engineers or power plant operators. Despite this variety, people with realistic interests and jobs do have a lot in common. They tend to be active and moving around when on the job, and their work often involves using tools or equipment to make, build, repair, grow or drive things.

Investigative (The Thinkers)

People with investigative interests are curious about how things work. They ask questions about the world and people around them and do research to find answers. These thinkers enjoy using their minds to solve problems. They research, analyze and diagnose. Many occupations in the medical field fit within an investigative work environment because they involve the study of diseases, symptoms and health factors in humans and

animals. People with investigative interests have many career options in other fields as well. They may study chemical composition of substances, weather patterns or economic trends, for instance. People with investigative careers are more likely to work indoors. They often spend part of or most of their day working alone or with only a few other people.

Artistic (The Creators)

People with artistic and creative interests like daily work tasks in which they can create, communicate or perform in some way. These creators like to express themselves through art, music, dance, writing and acting, but they also design buildings, outdoor spaces, computer programs, clothing and more. Artistic people tend to work by themselves rather than in a group. They often work in unstructured settings. They like to set their own schedules and work in spaces that inspire them. Instead

of following exact rules about how things have been done before, they like to experiment with new forms and materials. Many kinds of jobs use artistic, or creative, thinking. Actors, authors, painters, dancers, musicians and singers have artistic jobs, of course. That's not all, though. Editors, television reporters, architects, interior designers and hairdressers have artistic jobs, too. They invite us to see the world differently.

Social (The Helpers)

People with social interests care about others' well-being. These helpers teach, heal or provide services. People with social jobs tend to be good communicators. They listen carefully and are able to express themselves

clearly. They prefer to be around other people rather than work alone. You will find people with social jobs working in day cares, schools, doctors' offices, clinics, restaurants, hotels, tourist sites and fitness centers.

Enterprising (The Persuaders)

People with enterprising interests are innovative and persuasive. Being innovative means thinking of new ideas and new ways to get things done. Being persuasive means convincing others to do or believe something. Enterprising people are energetic and persuasive. These persuaders like to meet new people and make connections. They enjoy selling, making deals and influencing people's decisions and choices. They work hard to meet company goals or make money, and they are willing to take risks to meet—and exceed—those

goals. They are good at listening and observing others to understand what people want, need and value. Persuasive people use good sense, shared emotions and trustworthiness to influence others. This helps them persuade people to buy a product, to change their minds, to support a cause or to work together to reach a common goal. Enterprising people like to lead or supervise others. Many have created their own businesses, managed corporations or been elected government leaders.

Conventional (The Organizers)

People with conventional interests like to work with data and numbers and record, track and locate information and items. They like to establish and follow procedures. They like to follow others' instructions to make sure things are done right. These organizers are detail-oriented, accurate and efficient. People who prefer a

conventional work environment make sure events run smoothly, goods are packed and shipped efficiently, money is counted carefully, buses and trains arrive on schedule and records are stored and retrieved efficiently. They help everyone stay on time and on task.