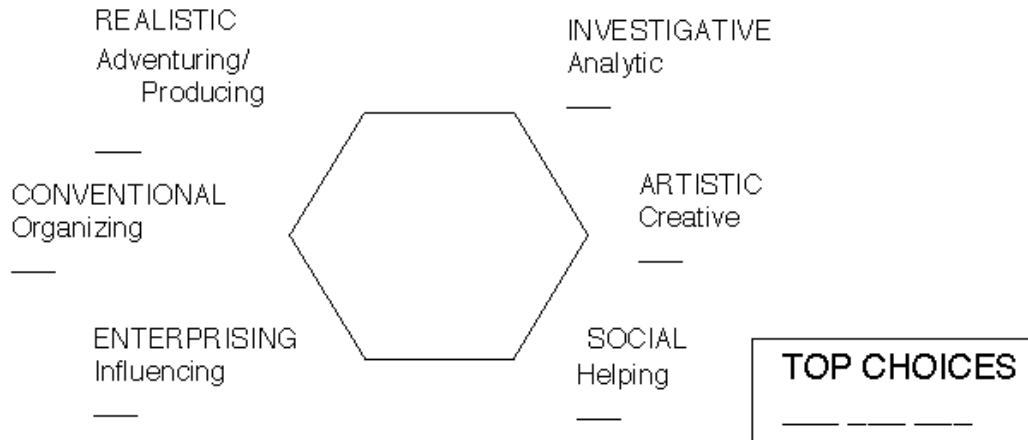
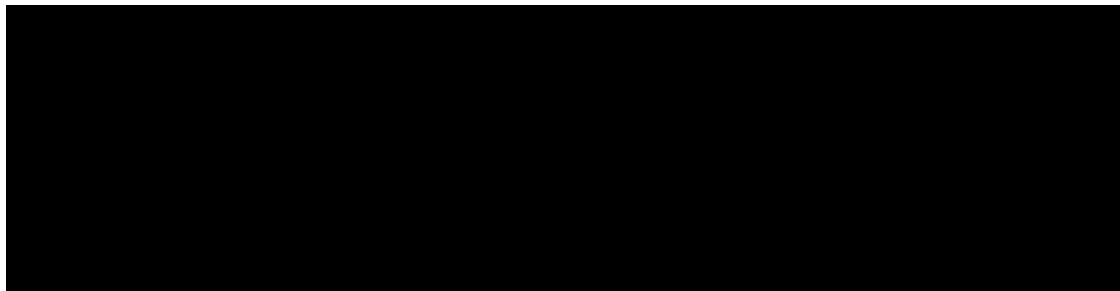


THE HOLLAND PARTY EXERCISE



Indicate which interest types represent your first, second, and possibly, third choices. Your top 2 or 3 choices represent your Holland code (for example, IA, or IAS).



Interested in animals, good with their hands, prefer to work with objects, machines, plants or animals rather than people. Prefer to do the job without a lot of talk or argument, do it right the first time, get to the point.

Like to observe, learn, evaluate, or solve problems. This type is associated with scientific/academic pursuits. Prefer to analyze a problem, evaluate options and data, set a plan of action, and analyze the results.

ARTISTIC (CREATIVE)

Interested in artistic expression. Like to work in unstructured situations using imagination and creativity. Prefer creative approach to problem-solving and planning which relies heavily on intuition and imagination.

SOCIAL (HELPING)

Like to work with people in some helping capacity - informing, teaching, developing, curing people. Prefer to gather data from all involved parties before generating an action plan. Will try to find solutions equitable for all concerned. Adept at networking with people.

ENTERPRISING (INFLUENCING)

Like to work with people in a leadership capacity - managing, performing, persuading, influencing, often for organizational or political goals or economic gain. Prefer to investigate a direct plan of action to be carried out by others. Focus on achieving the goal, not concerned with minor details. Like to keep big picture in mind.

CONVENTIONAL (ORGANIZING)

Like to work with data, numbers, more than people. Like detail, tangible products, and have little tolerance for ambiguity. Like following others' instructions rather than being in charge. Prefer to follow a defined structured plan of action. Attentive to detail. Enjoy putting all the pieces of a plan together.