

Imagine walking into a room in which the following six groups of people listed below (R, I, A, S, E, and C) are already interacting. Read the descriptions of what each group prefers, is skilled at, and values. Select the group letter you would *most* be drawn to. Then, choose your second choice, and finally your third choice.

Group R

- **Prefers:** Working with machines, tools, and objects, manual and mechanically inclined, enjoys practical, hands-on projects or to be outdoors
- **Is skilled at:** Making/repairing things, problem solving with tools, physical coordination
- **Values:** Productive, practical, concrete values, robust, risky, adventurous

Group I

- **Prefers:** Abstract problem solvers who like to observe, learn, investigate, analyze, evaluate, or solve problems
- **Is skilled at:** Researching, analyzing, solving complex problems
- **Values:** Knowledge, originality, independence, mental challenges

Group A

- **Prefers:** Idea creators who have artistic or innovative abilities and like to work in unstructured situations using their imagination or creativity
- **Is skilled at:** Creativity, verbal-linguistic, musical, dramatics
- **Values:** Aesthetics, individualistic expression, intuition

Group S

- **Prefers:** Like to work with people to inform, enlighten, help, teach, train, develop, or cure them, and are skilled with words
- **Is skilled at:** Developing relationships, verbal communication, understanding others
- **Values:** Cooperation, community, others' welfare

Group E

- **Prefers:** People influencers/persuaders or leaders, or managing for organizational goals or economic gain
- **Is skilled at:** Public speaking, selling, interpersonal interaction
- **Values:** Leadership positions, risk taking, decision making

Group C

- **Prefers:** Data and detail people with numerical ability, carrying tasks out in detail or following through on others' instructions
- **Is skilled at:** Organization, managing systems/data, working with numbers
- **Values:** Order, accuracy, dependability, stability

Write your top three letters in the space below:

This exercise is based on Dr. John Holland's theory that people and work environments can be loosely classified into six different groups. Different people's personalities may find different environments more to their liking. While you may have some interests in and similarities to several of these six groups, you may be most attracted to two or three of the areas. These two or three letters are your "Holland Code." Most people, and most jobs, are some combination of two or three of the Holland Interest areas.

Use the following six pages to learn more about majors and careers relating to these six Interest areas. Remember that majors and careers don't always line up neatly, so use this information as a tool for reflection and to expand your thinking on majors and careers that might align with your values, skills, and interests.

To explore more careers matching your code, visit [O*NET OnLine](#). Browse this website by selecting "O*NET Data," then "**Career Interest Types**," and then select your top themes.

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R = Realistic (Doers)

Work involves designing, building, or repairing of equipment, materials, or structures, engaging in physical activity, or working outdoors. Realistic occupations are often associated with engineering, mechanics and electronics, construction, woodworking, transportation, machine operation, agriculture, animal services, physical or manual labor, athletics, or protective services.

ARE YOU? Practical, athletic, adventurous, straightforward, mechanically inclined, a nature lover, reserved, independent, ambitious, systematic, and/or persistent	CAN YOU? Solve electrical problems, play a sport, read a blueprint, plant a garden, operate tools/machinery, and/or handle emergency situations	DO YOU LIKE TO? Work outdoors, be physically active, use your hands, build or repair things, tend to/train animals, work on electronic equipment, operate heavy equipment, and /or assemble or repair computers/electronics
POTENTIAL MAJORS Art, Pre-Athletic Training, Biology, Biochemistry & Molecular Biology, Chemistry, Data Analytics, Exercise Science, History, History-Social Science Education, Physics, Physical Education, Project Management, Science Education, Sport Management, Theatre Design & Technology	POTENTIAL MINORS Art Studio, Biology, Chemistry, Computer Science, Data Analytics, Esports & Gaming Administration, Environmental Studies, Exercise Science, Physics, Project Management	INVOLVEMENT AT NWU MADACS Club, Physics Club, Intramural Sports, Intercollegiate Athletics, Water Polo Club, Yoga Club, Wilderness Adventure Club, NWU Ducks Unlimited

SAMPLE CAREERS (+ Interest areas):

Architect (R A I)
Audio and Visual Technician (R C)
Automotive Engineer (R I C)
Biological Technician (R I C)
Civil Engineer (R I C)
Computer Hardware Engineer (R I C)
Electrician (R C)

Exercise Physiologist (R I S)
Fish and Game Warden (R C I)
Forester (R I C)
Geological Technician (R C I)
Landscape Architect (R I A)
Manufacturing Engineer (R I C)
Mechanical Engineer (R I C)

Museum Technician & Conservator (R C)
Orthotist/Prosthetist (R I S)
Photographer (R A)
Radiologic Technologist (R C I)
Range Manager (R I E)
Veterinarian (R I E)

I = Investigative (Thinkers)

Work involves studying and researching non-living objects, living organisms, disease or other forms of impairment, or human behavior. Investigative occupations are often associated with physical, life, medical, or social sciences, and can be found in the fields of humanities, mathematics/statistics, information technology, or health care service.

ARE YOU? Inquisitive, analytical, scientific, observant, scholarly, cautious, introspective, reserved, independent, logical, and/or complex	CAN YOU? Think abstractly, solve math problems, understand scientific theories, do complex calculations, use a microscope or computer, and/or interpret formulas	DO YOU LIKE TO? explore a variety of ideas, use computers, work independently, perform lab experiments, read technical articles, analyze data, deal with abstractions, do hands-on research, and/or be challenged
POTENTIAL MAJORS Biochemistry & Molecular Bio, Biology, Business Analytics, Chemistry, Cybersecurity, Data Analytics, Economics, Exercise Science, History, Mathematics, Nursing, Philosophy & Religion, Physics, Public Health, Science Education, Sociology	POTENTIAL MINORS AI Literacy, Biology, Chemistry, Computer Science, Data Analytics, East Asian Studies, Economics, Exercise Science, Philosophy & Religion, Physics, Public Health, Sociology-Anthropology, U.S. Minority Studies	INVOLVEMENT AT NWU MADACS Club, Chess Club, Board Game Club, Psychology Club, Pre-Health Club, History Club, Physics Club, Student Nurse Association

SAMPLE CAREERS (+ Interest areas):

Agronomist (I R)	Computer Network Architect (I C R)	Nurse Practitioner (I S C)
Anesthesiologist (I S R)	Conservation Scientist (I R C)	Pharmacist (I S C)
Anthropologist (I R)	Cytotechnologist (I R C)	Physicist (I R C)
Archeologist (I R)	Dentist (I R S)	Political Scientist (I A)
Biochemist (I R)	Ecologist (I R C)	Operations Research Analyst (I C)
Biologist (I C R)	Economist (I C E)	Statistician (I C)
Chemist (I R C)	Medical Doctor (I S R)	Surgeon (I R S)
City Planner (I E C)	Meteorologist (I R C)	Urban & Regional Planner (I E C)

A = Artistic (Creators)

Work involves creating original visual artwork, performances, written works, food, or music for a variety of media, or applying artistic principles to the design of various objects and materials. Artistic occupations are often associated with visual arts, applied arts and design, performing arts, music, creative writing, media, or culinary art.

ARE YOU? Creative, imaginative, innovative, unconventional, emotional, independent, original, introspective, sensitive, free-spirited, and/or passionate	CAN YOU? Sketch, draw, paint, play a musical instrument, write stories, music, and/or poetry, design fashions or interiors, sing, act, and/or dance	DO YOU LIKE TO? Attend concerts, theatres, and/or art exhibits, read fiction, plays, and/or poetry, work on crafts, take photographs, express yourself creatively, deal with ambiguous ideas, collect artwork, and/or dance
POTENTIAL MAJORS Acting, Art, Communication Studies, Digital Marketing, Directing, Education, English & Writing, Innovation & Entrepreneurship, Modern Language Studies, Music, Music Education, Musical Theatre, Theatre Arts, Theatre Design & Technology	POTENTIAL MINORS Art History, Art Studio, Communication Studies, English, Marketing, Modern Language Literacy, Music, Theatre Arts, Writing	INVOLVEMENT AT NWU Instrumental Ensembles, Vocal Ensembles, National Assoc. for Music Educators, Wesleyan Theatre Company, US Institute for Theatre Technology, The Flintlock Literary Journal, Art Club, Creative Writing Club, Spoken Word Poetry Club, Book Club, Knitting Club, Dance Club

SAMPLE CAREERS (+ Interest areas):

Actor (A S E)	Commercial/Industrial Design (A R I)	Journalist/Reporter (A I E)
Animator/Special Effects Artist (A R)	Editor (A C E)	Music Director/Composer (A E)
Art Director (A E)	Fashion Designer (A R E)	Musician (A E)
Artist (A R)	Film & Video Editor (A C)	Set and Exhibit Designer (A)
Broadcast Announcer (A E S)	Graphic Designer (A)	Special Effects Artist/Animator (A R)
Choreographer (A S)	Interior Designer (A R)	Video Game Designer (A I E)
Costume Attendant (A C R)	Producer/Director (A E)	Writer/Author (A E)

S = Social (Helpers)

Work involves helping, teaching, advising, assisting, or providing service to others. Social occupations are often associated with social, health care, personal service, teaching/education, or religious activities.

ARE YOU? Friendly, helpful, outgoing, understanding, cooperative, generous, responsible, patient, empathetic, kind, and/or caring	CAN YOU? Listen, teach, train others, express yourself clearly, lead a group discussion, mediate disputes, plan and supervise an activity, and/or cooperate well with others	DO YOU LIKE TO? Work in groups, help people with problems, participate in meetings, do volunteer work, work with young people, play team sports, and/or serve others
POTENTIAL MAJORS Pre-Athletic Training, Business Administration, Communication Studies, Criminology, Directing, Education, Exercise Science, Gender & Sexuality Studies, Health & Physical Education, International Studies, Modern Language Studies, Nursing, Psychology, Public Health, Philosophy & Religion, Social Work, Sociology, Special Education	POTENTIAL MINORS Business Administration, Coaching, Criminal Justice, English, Esports & Gaming Administration, Gender & Sexuality Studies, Human Resources, Family Studies, Gender and Sexuality Studies, International Studies, Modern Language Literacy, Philosophy & Religion, Psychology, Public Health, Religious Diversity, Sociology-Anthropology	INVOLVEMENT AT NWU Student-Athlete Advisory Committee, Athletic Training Student Organization, Fellowship of Christian Athletes, Aspiring Educators, Global Service Learning, International Relations Organization, NWU Ambassadors, Student Nurse Association, Black Student Union, NWU Latinos, NWU Pride Alliance, Bridge – NWU Interfaith Organization, Citylight (CLU), NWU Catholic, Wesleyan Student Fellowship

SAMPLE CAREERS (+ Interest areas):

Anesthesiologist Assistant (S C I)
Athletic Trainer (S R I)
Athletic Coach (S E R)
Chiropractor (S R I)
Dietitian & Nutritionist (S I)
Elem./Secondary Teacher (S A)

Mental Health Counselor (S I)
Minister/Priest/Rabbi (S E)
Occupational Therapist (S I)
Physical Therapist (S I R)
Physician Assistant (S I C)
Probation and Parole Officer (S C E)

Psychologist (S I)
Registered Nurse (S I C)
Special Education Teacher (S I)
Social Worker (S)
Speech Pathologist (S I C)
Youth Services Specialist (S)

E = Enterprising (Persuaders)

Work involves managing, negotiating, marketing, or selling, typically in a business setting, or leading or advising people in political and legal situations. Enterprising occupations are often associated with business initiatives, sales, marketing/advertising, finance, management/administration, professional advising, public speaking, politics, or law.

ARE YOU? Assertive, sociable, persuasive, enthusiastic, energetic, adventurous, ambitious, agreeable, extroverted, competitive, and/or witty	CAN YOU? Initiate projects, convince people to do things your way, sell things or promote ideas, give public talks or speeches, organize activities, lead a group, and/or persuade others	DO YOU LIKE TO? Be elected to office, manage people/projects, win a leadership or sale award, start your own service or business, make decisions affecting others, campaign politically, meet important people, and/or debate ideas
POTENTIAL MAJORS Business Administration, Business Analytics, Business-Sociology, Communication Studies, Digital Marketing, Economics, English & Writing, Financial Planning, Innovation & Entrepreneurship, International Business, International Studies, Philosophy & Religion, Political Science, Project Management, Sport Management	POTENTIAL MINORS Business Administration, Communication Studies, Economics, Esports & Gaming Administration, Finance, Human Resources, International Policy, International Studies, Marketing, Philosophy & Religion, Political Science, Project Management, Sport Management, Writing	INVOLVEMENT AT NWU NWU Ambassadors, Student Affairs Senate, Student-Athlete Advisory Committee, Global Service Learning, International Relations Organization, Wesleyan Communication Association, Wesleyan Entertainment Board, FBLA-Collegiate, Pre-Law Club

SAMPLE CAREERS (+ Interest areas):

Advertising Manager (E C A)

Business Manager (E S C)

Chief Executive (E C)

Community Service Manager (E S C)

Education & Training Manager (E S)

Financial Advisor (E C S)

Human Resources Manager (E C S)

Insurance Agent (E C S)

Investment Fund Manager (E C I)

Lawyer/Attorney (E C I)

Market Research Analyst (E C I)

Marketing Manager (EC)

Media Programming Director (E C A)

Operations Manager (E C)

Public Relations Specialist (E A S)

Talent Director (E A S)

C = Conventional (Organizers)

Work involves following procedures and regulations to organize information or data, typically in a business setting. Conventional occupations are often associated with office work, accounting, mathematics/statistics, information technology, finance, or human resources.

ARE YOU? Well-organized, accurate, numerically inclined, methodical, conscientious, orderly, practical, systematic, structured, careful, and/or precise	CAN YOU? Work well within a system, keep accurate records, use a computer terminal, write effective business letters, have patience in hectic situations, solve mathematical problems, and/or do a lot of paperwork in a short time	DO YOU LIKE TO? Work with numbers, be responsible for details, follow clearly defined procedures, collect or organize things, update computer software, keep records, write business reports, and/or organize events
POTENTIAL MAJORS Accounting, Business Administration, Business Analytics, Cybersecurity, Economics, Data Analytics, Digital Marketing, Economics, English & Writing, Financial Planning, History, Mathematics, Nursing, Project Management	POTENTIAL MINORS Accounting, AI Literacy, Business Administration, Computer Science, Data Analytics, Economics, English, Finance, History, Human Resources, Management, Project Management, Writing	INVOLVEMENT AT NWU MADACS Club, Student Affairs Senate, Wesleyan Entertainment Board, Homecoming Committee, Student Conduct Board, FBLA-Collegiate, Panhellenic Council, Interfraternity Council

SAMPLE CAREERS (+ Interest areas):

Abstractor (C E)	Cost Analyst (C E)	Medical Records Technician (C I)
Accountant (C E I)	Court Reporter (C)	Online Merchants (C E)
Actuary (C I E)	Museum Curator (C E)	Pharmacy Technician (C R)
Administrative Assistant (C E S)	Customs Inspector (C E R)	Real Estate Appraiser (C E)
Archivist (C I)	Financial Analyst (C E I)	Tax Consultant (C E)
Business Intelligence Analyst (C I E)	Information Security Analyst (C I)	Transportation Inspector (C R)
Librarian (C S I)	Insurance Underwriter (C E I)	
Cartographer (C I R)	Translator/Interpreter (C A S)	
Claims Adjustor (C E I)	Loan Officer (C E S)	