Career Exploration – Personality Test

Copies for this lesson will be provided to you. Please have students place the results of their test in their Advisory folder with the handout for task 3 & 4.

Task 1: Complete the Holland Code Test to determine the students’ personality types.

Task 2: Score the tests.

Task 3: Discuss the traits of the different personality types.

Task 4: Discuss the different careers that fall under different personality types.

Holland Code Personality Test (Task 1&2)

The following is a personality test designed to help you understand yourself, with a particular focus on careers.

Instructions

Below is a list of various activities that could be performed. For each one indicate on the empty space to the right how much you would enjoy that activity with the scale:

1 – strongly dislike

2 – dislike

3 – neither like not dislike

4 – like

5 – strongly like

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Personality Types** | **R** | **I** | **A** | **S** | **E** | **C** |
| Test the quality of parts before shipment |  | X | X | X | X | X |
| Study the structure of the human body | X |  | X | X | X | X |
| Conduct a musical choir | X | X |  | X | X | X |
| Give career guidance to people | X | X | X |  | X | X |
| Sell restaurant franchises to people | X | X | X | X |  | X |
| Generate the monthly payroll checks for an office | X | X | X | X | X |  |
| Lay brick or tile |  | X | X | X | X | X |
| Study animal behavior | X |  | X | X | X | X |
| Direct a play | X | X |  | X | X | X |
| Do volunteer work at a non-profit organization | X | X | X |  | X | X |
| Sell merchandise at a department store | X | X | X | X |  | X |
| Inventory supplies using a hand-held computer | X | X | X | X | X |  |
| Work on an offshore drilling rig |  | X | X | X | X | X |
| Do research on plants or animals | X |  | X | X | X | X |
| Design artwork for magazines | X | X |  | X | X | X |
| Help people who have problems with drug or alcohol | X | X | X |  | X | X |
| Manage the operations of a hotel | X | X | X | X |  | X |
| Use a computer program to generate customer bills | X | X | X | X | X |  |
| Assemble electronic parts |  | X | X | X | X | X |
| Develop a new medical treatment or procedure | X |  | X | X | X | X |
| Write a song | X | X |  | X | X | X |
| Teach an individual an exercise routine | X | X | X |  | X | X |
| Operate a beauty salon or barber shop | X | X | X | X |  | X |
| Maintain employee records | X | X | X | X | X |  |
| Operate a grinding machine in a factory |  | X | X | X | X | X |
| Conduct Biological research | X |  | X | X | X | X |
| Write books or plays | X | X |  | X | X | X |
| Help people with family related problems | X | X | X |  | X | X |
| Manage a department within a large company | X | X | X | X |  | X |
| Compute & record statistical and other numerical data | X | X | X | X | X |  |
| Fix a broken faucet |  | X | X | X | X | X |
| Study whales and other types of marine life | X |  | X | X | X | X |
| Play a musical instrument | X | X |  | X | X | X |
| Supervise the activities of children at a camp | X | X | X |  | X | X |
| Manage a clothing store | X | X | X | X |  | X |
| Operate a calculator | X | X | X | X | X |  |
| Assemble products in a factory |  | X | X | X | X | X |
| Work in a biology lab | X |  | X | X | X | X |
| Perform stunts for a movie or television show | X | X |  | X | X | X |
| Teach children how to read | X | X | X |  | X | X |
| Sell houses | X | X | X | X |  | X |
| Handle customers’ bank transactions | X | X | X | X | X |  |
| Install flooring in houses |  | X | X | X | X | X |
| Make a map of the bottom of an ocean | X |  | X | X | X | X |
| Design sets for plays | X | X |  | X | X | X |
| Help elderly people with their daily activities | X | X | X |  | X | X |
| Run a toy store | X | X | X | X |  | X |
| Keep shipping and receiving records | X | X | X | X | X |  |
| SUM (add the total for each column) |  |  |  |  |  |  |

The number you scored the highest in reflects your personality type.

My personality type is \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ .

Three careers that I may be interested in pursuing that are related to my personality type are:

1 – \_\_\_\_\_\_\_\_\_\_\_\_\_

2 – \_\_\_\_\_\_\_\_\_\_\_\_\_

3 – \_\_\_\_\_\_\_\_\_\_\_\_\_

One job that I am interested in pursuing that is not related to my personality type is \_\_\_\_\_\_\_\_\_\_\_\_\_\_ .

Traits of personality types (Task 3)

Realistic: Likes to work with animals, tools or machines; generally avoids social activities like teaching, counseling, nursing and informing others; has good skills in working with tools, mechanical drawings, machines or animals. Values practical things you can see and touch -- like plants and animals you can grow, or things you can build or make better; and sees self as practical, mechanical and realistic.

Investigative: Likes to study and solve math or science problems; generally avoids leading, selling or persuading people; has good skills at understanding and solving science and math problems;

values science, and sees self as precise, scientific and intellectual.

Artistic: Likes to do creative activities like art, drama, crafts, dance, music, or creative writing; generally avoids highly ordered or repetitive activities; has good artistic abilities - in creative writing, drama, crafts, music, or art values the creative arts - like drama, music, art, or the works of creative writers; and

sees self as expressive, original, and independent.

Social: Likes to do things to help people - like teaching, counseling, nursing or giving information; generally avoids using machines, tools or animals to achieve a goal; has good skills at teaching, counseling, nursing or giving information; values helping people and solving social problems; and

sees self as helpful, friendly and trustworthy.

Enterprising: Likes to lead and persuade people, and to sell things and ideas; generally avoids activities that require careful observation and scientific, analytical thinking; is good at leading people and selling things or ideas; values success in politics, leadership or business; and sees self as energetic, ambitious and sociable.

Conventional: Likes to work with numbers, records or machines in a set, orderly way; generally avoids ambiguous, unstructured activities; is good at working with written records and numbers in a systematic, orderly way; values success in business; and sees self as orderly, and good at following a set plan.

Information provided in this lesson was taken from:

<http://www.careerkey.org/choose-a-career/hollands-theory-of-career-choice.html#.U5Xainbb5SN>

Careers for each personality type (Task 4)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Realistic | Investigative | Artistic | Social | Enterprising | Conventional |
| Carpenter | Architect | Actor | Athletic Trainer | Auctioneer | Bank Teller |
| Diesel Mechanic | Biologist | Art Teacher | Counselor | Bank President | Bookkeeper |
| Electrician | Chemist | Book Editor | Dental Hygenist | Camp Director | Court Clerk |
| Farmer | Dentist | Clothes Designer | Librarian | City Manager | Mail Carrier |
| Fire Fighter | Electrical Technician | Comedian | Nurse | Customs Inspector | Post Office Clerk |
| Flight Engineer | Mathematician | Composer | Parole Officer | Hotel Manager | Secretary |
| Forester | Medical Technician | Dancer | Physical Therapist | Judge | Timekeeper |
| Locksmith | Meteorologist | Disk Jockey | Social Worker | Lawyer | Title Examiner |
| Locomotive Engineer | Pharmacist | Graphic Designer | Teacher | Recreation Leader | Typist |
| Pilot | Physician | Musician |  | Real Estate Agent |  |
| Police Officer | Surveyor |  |  | Sales Manager |  |
| Truck Driver | Veterinarian |  |  | Sales Person |  |
|  |  |  |  | School Principal |  |
|  |  |  |  | Travel Agent |  |
|  |  |  |  | TV Newscaster |  |