

Interests

Interests are a very important piece of information needed for your career choice. Interests are the things you enjoy. You may or may not be skilled at something you are interested in. Many times we are interested in things we are good at, for example someone who plays volleyball well and gets recognition for it is likely to enjoy volleyball and be interested in it.



Other times you may be interested in something you haven't yet tried. You may be interested in sky diving but would not consider yourself be a skilled skydiver if you have never jumped. If you are willing to learn, you can become skilled at skydiving, you just need to make the effort.

Other times you may be interested in something but you may not have the aptitude. You might love the opera, but you don't have vocal talent and aren't able to develop the skills needed even with lessons and practice. Instead of singing in the opera, you might listen to the music and enjoy it in that manner.



When you do the following exercises, **do not think about whether you are good at certain activities** or categories. Just think about whether you are interested in them. You can determine later if these interests have any correlation with career options or if these interests are hobbies you should pursue in your leisure time.

Activity Identification

(Check those activities you enjoy most)

- | | |
|--|---------------------------------------|
| 1. using hands (R) | 41. saving the environment (R) |
| 2. helping others (S) | 42. crafts (A) |
| 3. being artistic (A) | 43. designing (A) |
| 4. using body (R) | 44. using imagination (A) |
| 5. operating tools or machinery (R) | 45. showing empathy (S) |
| 6. expressing feelings (S) | 46. observing and collecting data (I) |
| 7. solving a scientific problem (I) | 47. diagnosing (I) |
| 8. discovering something (I) | 48. giving love (S) |
| 9. teaching (S) | 49. needing to understand (I) |
| 10. serving others (S) | 50. using thought process (I) |
| 11. using a systematic process (I) | 51. understanding self (S) |
| 12. making others happy (S) | 52. observing (I) |
| 13. fixing (R) | 53. directing others (E) |
| 14. musical activity (A) | 54. learning (I) |
| 15. creative writing (A) | 55. organizing others (E) |
| 16. social activity (S) | 56. using persuasion (E) |
| 17. repairing (R) | 57. using business machines (C) |
| 18. participating in sports (R) | 58. completing a task (C) |
| 19. detailed examination (I) | 59. intellectual achievement (I) |
| 20. visualizing in third dimension (A) | 60. being convincing (E) |
| 21. creating something (A) | 61. leading others (E) |
| 22. verbal activity (S) | 62. taking control (E) |
| 23. benefiting society (S) | 63. making judgments (I) |
| 24. selling something (E) | 64. being persistent (C) |
| 25. following instructions (C) | 65. follow-through with task (C) |
| 26. belonging to an organization (S) | 66. starting a business (E) |
| 27. physical activity (R) | 67. making money (E) |
| 28. effecting social change (S) | 68. writing reports (C) |
| 29. creative cooking (A) | 69. coordinating an activity (E) |
| 30. acting (A) | 70. talking to a group (E) |
| 31. inventing (I) | 71. taking notes (C) |
| 32. dancing (A) | 72. using office skills (C) |
| 33. volunteering (S) | 73. entertaining others (E) |
| 34. camping or hiking (R) | 74. managing people (E) |
| 35. restoring something (R) | 75. spelling (C) |
| 36. using mathematical skills (C) | 76. acquiring material goods (E) |
| 37. keeping records (C) | 77. exploiting others (E) |
| 38. relieving other's pain (S) | 78. conforming to others (C) |
| 39. collecting (hobbies) (I) | 79. seeking status (E) |
| 40. spiritual activity (S) | 80. taking orders (C) |

Letter	Frequency of Appearance
R	_____
I	_____
A	_____
S	_____
E	_____
C	_____

Enter below the letter that appears most often (#1), the letter that appears next most often (#2), and finally the letter that appears next most frequently (#3).

1. _____
2. _____
3. _____

Holland's General Occupational Themes

Look at your top three letters from the last exercise. Using those letters, identify your top three themes. Circle or highlight any occupations that interest you.

REALISTIC (R-THEME)

Realistic people like activities, jobs, and co-workers who represent such interest areas as nature and the outdoors; mechanical, construction, and repair activities; and military activities. They are interested in action rather than thought, and prefer concrete problems to ambiguous, abstract problems.

Typical Work Activities

- Doing jobs that produce tangible results
- Operating or designing heavy equipment or huge machines
- Using tools that require fine motor coordination and manual dexterity (e.g., dentist's drill, surgeon's scalpel, jeweler's tweezers)
- Operating precision machinery (e.g., drill press, x-ray machine)
- Fixing, building, repairing

Potential Competencies

- Mechanical abilities and ingenuity
- Psychomotor skills
- Mathematical aptitude
- Physical strength

Self-concept and Values

- Emotionally stable, reliable
- Practical, thrifty, persistent
- Shy, modest
- Likely to avoid being the center of attention
- Uncomfortable talking about themselves
- Inclined to take physical risks
- Likely to maintain traditional values
- Slow to accept radical new ideas

Environments

- The outdoors; small, rural communities
- Situations calling for minimal interaction with others
- Situations permitting casual dress
- Organizations structured with clearly drawn lines of authority (e.g., armed forces, enforcement agencies, protection occupations)
- Manufacturing or industrial firms with tangible products
- Construction industry
- Mining and energy industries
- Transportation fields (e.g., air, trucking, local transit)
- Engineering and technical firms

Typical Hobbies

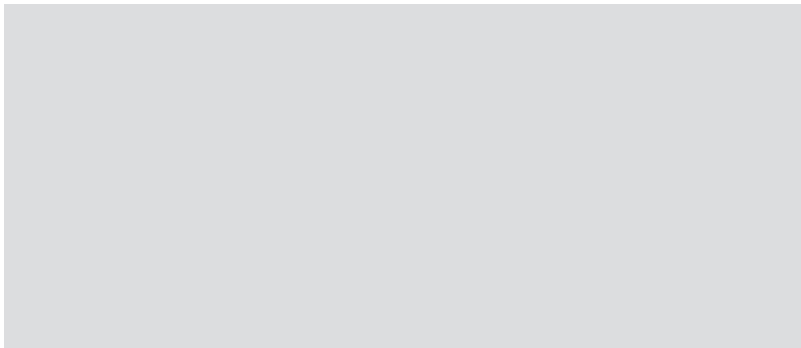
- Repairing old things (e.g., cars, machines, appliances)
- Building and rebuilding
- Reading magazines and books about outdoor sports, cars, airplanes, boats
- Hunting, fishing, camping, rock climbing
- Operating powerful recreational vehicles (e.g., speedboats, motorcycles, snowmobiles)
- Physically dangerous activities (e.g., skydiving, mountain climbing, auto racing)

Realistic Occupations

- R Carpenter
- R Cartographer
- R Rancher
- RI Engineer
- RI Forester
- RI Pilot
- RI Radiology Technologist
- RI Veterinarian
- RI Welder
- RIE Appliance Repairer
- RAS Occupational Therapist
- RS Fire Fighter
- RSE Warehouse Worker
- RSC Exterminator
- RE Construction Worker
- RE Law Enforcement Officer
- RC Farmer
- RC Military Enlisted Personnel
- RCS Vocational Agriculture Teacher
- RCE Truck Driver

Typical R-Theme Items

- Auto Mechanic
- Electronics Technician
- Agriculture
- Being a Forest Ranger
- Popular Mechanics Magazines



INVESTIGATIVE (I-THEME)

Investigative people have a strong scientific orientation. They enjoy gathering information, uncovering new facts or theories, and analyzing and interpreting data. They prefer to rely on themselves in their work rather than on others in a group project.

Typical Work Activities

- Performing ambiguous or abstract tasks
- Solving problems through thinking
- Working independently
- Doing scientific or laboratory work
- Conducting research and analyses
- Collecting and organizing data

Potential Competencies

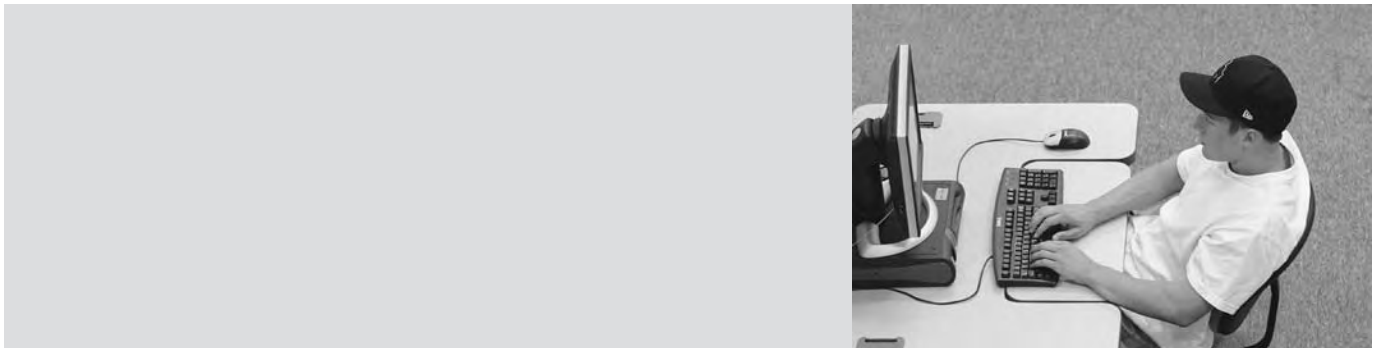
- Scientific ability
- Analytical skills
- Mathematical aptitude
- Writing skills

Self-Concept and Values

- Independent, self-motivated
- Reserved, introspective
- Analytical, curious
- Task-oriented (wrapped up in job)
- Confident of scholarly and intellectual abilities
- Original, creative
- Given to unconventional values and attitudes

Environments

- Unstructured organizations that allow freedom in work styles
- Achievement-oriented institutions
- Research and design laboratories and firms
- Universities and colleges
- Medical facilities
- Computer-related industries



Typical Hobbies

- Work (investigative types frequently are consumed by their jobs, working 12 to 14-hour days, as well as weekends, leaving little time for leisure, family, or social activities)
- Complex activities that require learning many facts, details, and principles (e.g., skiing, sailing, scuba diving)
- Computers (evaluating, programming, discussing)
- Reading
- Astronomy
- Chess
- Bird watching

Investigative Occupations

- I Biologist
- I Geographer
- I Mathematician
- IA Economist
- IA Language Interpreter
- IA Scientific Illustrator
- IA Sociologist
- IAS Psychologist
- IS Hospital Supervisor
- IE Pharmacist
- IC Computer Operator
- IR Chemist
- IR Dental Hygienist
- IR Physical Therapist
- IR Physician
- IRS Math-Science Teacher
- IRE Chiropractor
- IRE Food Scientist
- IRC Computer Programmer
- IRC Systems Analyst

Typical I-Theme Items

- Author of technical books
- College professor
- Psychologist
- Chemistry
- Doing research work



ARTISTIC (A-THEME)

Artistic people value aesthetic qualities and have a great need for self-expression. This type, more than any other, includes some people who score high more because they enjoy being spectators or observers- in this case, of the arts- than because they actually participate. Artistic types frequently express their artistic interests in leisure or recreational activities as well as in vocational activities or environments.

Typical work activities

- Composing , writing
- Creating artwork (e.g., painting, sculpting, photography)
- Working independently
- Acting, performing
- Playing musical instruments
- Decorating, designing

Potential Competencies

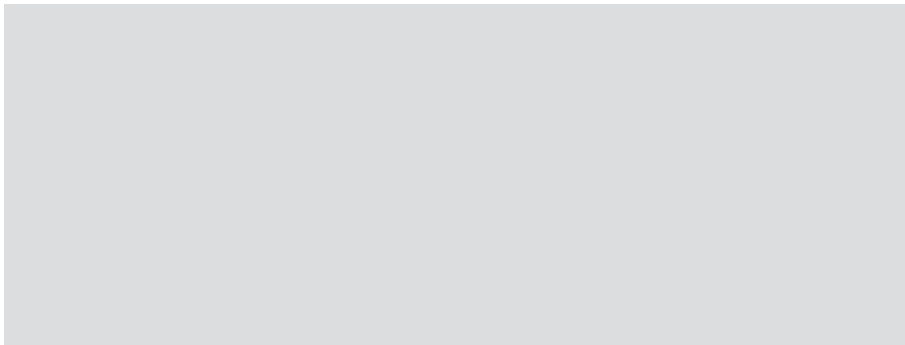
- Creativity, imagination
- Verbal- linguistic skills
- Musical ability
- Artistic aptitudes

Self-Concept and Values

- Independent, nonconforming
- Impulsive, expressive
- Impractical, disorderly
- Intuitive, complicated
- Sensitive, emotional
- Drawn to beauty and aesthetic qualities

Environments

- Unstructured, flexible organizations that allow self- expression
- Artistic studios (preferably one's own)
- Theaters and concert halls
- Institutions that teach artistic skills (e.g., universities, music and dance schools, art institutes)
- Museums, libraries, and galleries
- Advertising, public relations, and interior- decorating firms



Typical Hobbies

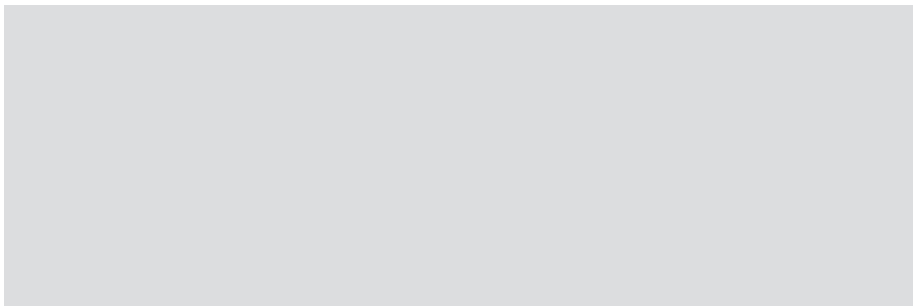
- Drawing, sketching, painting
- Photography
- Attending dance and musical concerts
- Going to theaters, museums, and galleries
- Reading
- Writing poetry or stories
- Collecting art work
- Playing a musical instrument
- Dancing

Artistic occupations

- A Art Museum Director
- A Art Teacher
- A Artistic
- A Author- Reporter
- A Entertainer- Musician
- A Librarian
- A Photographer
- AS English Teacher
- AS Music Teacher
- AE Advertising Executive
- AE Costume Designer
- AE Interior Decorator
- AE Public Relations Director
- AR Landscape Gardener
- AIR Architect
- AIR Sculptor
- AI Anthropologist
- AI Ballet Dancer
- AI Lawyer
- AIS Orchestra Conductor

Typical A-Theme Items

- Author of novels
- Interior decorator
- Literature
- Symphony concerts
- Magazines about art and music



SOCIAL (S-THEME)

Social people, unlike the first three types in the R-I-A-S-E-C hexagon, like to work with people; they enjoy working in groups, sharing responsibilities, and being the center of attention. They like to solve problems through discussions of feelings and interaction with others.

TYPICAL WORK ACTIVITIES

- Teaching, explaining
- Enlightening, guiding
- Helping
- Selecting and training
- Informing, organizing
- Solving problems, leading discussions

Potential Competencies

- Social and interpersonal skills
- Verbal ability
- Teaching aptitude
- Listening skills

Self-concept and values

- Humanistic, idealistic
- Ethical, responsible
- Tactful, cooperative
- Kind, generous
- Understanding, insightful
- Friendly, cheerful
- Concerned for the welfare of others

Environments

- Social-service agencies
- Schools
- Religious organizations
- Personnel offices
- Medical-service and health-care facilities
- Mental-health clinics

Typical Hobbies

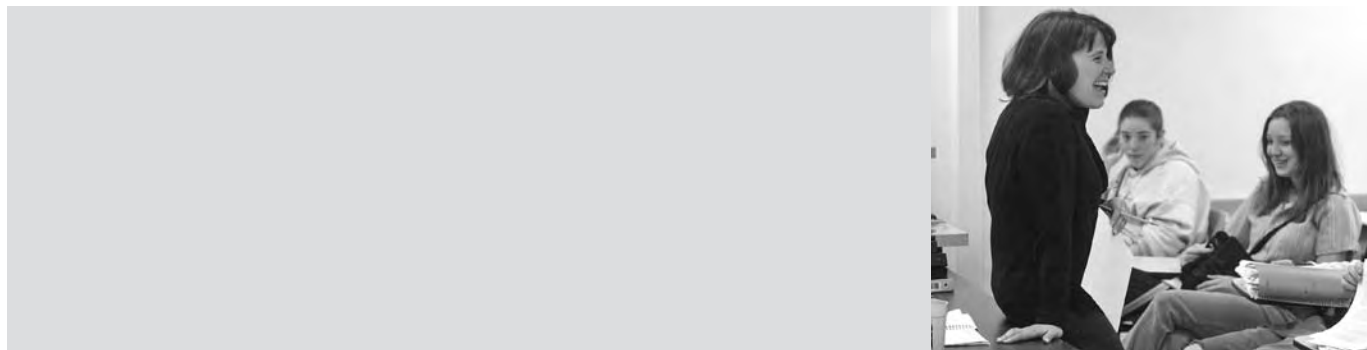
- Entertaining others
- Attending conventions
- Doing volunteer and community-service work
- Organizing group social events (e.g., hayrides, picnics, excursions, parties, etc.)
- Artistic and realistic activities (frequently Social people, who are engaged in S-Theme occupations, have vocational interests that are in these areas; as much as they enjoy working with people, in their leisure time they feel a need for the solitude of R-Theme and A-Theme activities for their own self-preservation, to prevent burn-out).

Social Occupations

- S Elementary Teacher
- S Licensed Practical Nurse
- S Playground Director
- S Special Education Teacher
- SE Juvenile Parole Officer
- SE Child Care Center Manager
- SE Community Education Coordinator
- SE Mental Health Worker
- SE School Administrator
- SE Guidance Counselor
- SEC Social Science Teacher
- SEC Rehabilitation Counselor
- SEC Production Coordinator
- SC Ticket Agent
- SR Physical Education Teacher
- SRE Agricultural Extensions Agent
- SRE Recreation Leader
- SI Student Personnel Worker
- SA Social Worker
- SA Speech Pathologist

Typical S-Theme Items

- High School Teacher
- Social Worker
- Taking responsibility
- Adjusting to difficulties of others
- Leading a Scout Troop



ENTERPRISING THEME (E-THEME)

Enterprising people seek positions of leadership, power, and status. They enjoy working with other people toward organizational goals and economic success. They like to take financial and interpersonal risks and to participate in competitive activities.

Typical Work Activities

- Selling, purchasing
- Political maneuvering
- Entertaining clients
- Leading committees, groups, organizations, companies
- Giving speeches, talks, presentations
- Managing people and projects

Potential Competencies

- Verbal skills suited to public speaking, persuading, and selling
- Social and interpersonal skills
- Leadership skills

Self-Concept and Values

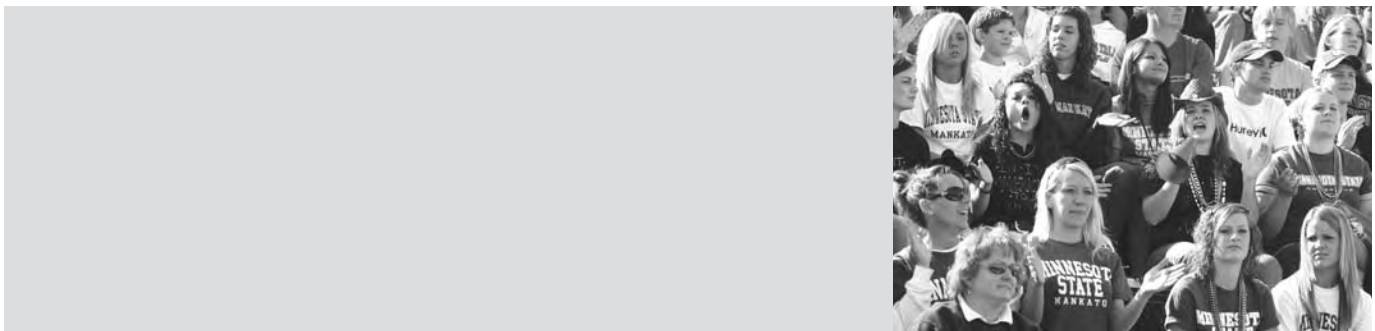
- Status-conscious
- Ambitious, competitive
- Sociable, talkative
- Witty, argumentative
- Domineering, aggressive
- Adventurous, risk-taking
- Optimistic, energetic, popular
- Attracted to money, power, and material possessions

Environments

- Industrial and manufacturing firms
- Government and political organizations
- Seats of power and finance (e.g., large corporations, executive offices, brokerage firms)
- Retail and Wholesale firms (e.g., auto dealerships, department stores, real-estate firms)
- Fund-raising organizations
- Small, independently-owned businesses

Typical Hobbies

- Belonging to clubs and organizations
- Sporting events, as participant or spectator
- Entertaining and partying
- Political activities
- Attending conventions
- Vacationing at expensive resorts



Enterprising Occupations

- E Beautician
- E Chamber of Commerce Executive
- E Elected Public Official
- E Life Insurance Agent
- E Personnel Director
- E Restaurant Manager
- EC Appliance Salesperson
- EC Buyer
- EC Corporate Executive
- ERC Agribusiness Manager
- ER Auctioneer
- ER Nursery Manager
- EI Computer Salesperson
- EI Investments Manager
- EI Marketing Executive
- EA Flight Attendant
- ES Encyclopedia Salesperson
- ES Home Economics Teacher
- ES Sales Manager
- ESC Receptionist

Typical E-Theme Items

- Auto Salesperson
- Sales Manager
- Stock Broker
- Starting a conversation w/ a stranger
- People who assume leadership



CONVENTIONAL (C-THEME)

Conventional people, like Enterprising people, work well in large organizations but they prefer subordinate roles rather than leadership positions. They especially like activities that require attention to detail and accuracy.

Typical Work Activities

- Typing and filing
- Operating office machines
- Organizing office procedures
- Keeping records and financial books
- Writing business reports
- Making charts and graphs

Potential Competencies

- Manual dexterity
- Mathematical aptitude
- Efficiency, organization
- Perfectionism

Self-Concept and Values

- Conscientious, preserving
- Practical
- Self-controlled, conservative
- Orderly, systematic
- Precise, accurate
- Careful, inflexible
- Mindful of money and material possessions

Environments

- Large corporations
- Business offices
- Financial institutions (e.g., banks, credit companies)
- Accounting firms
- Quality-control and inspection departments
- Structured organizations with well-ordered chains of command

Typical Hobbies

- Collecting (e.g., stamps, coins, etc.)
- Home-improvement projects
- Building models (e.g., airplanes, dollhouses, electric trains, etc.)
- Civic and fraternal organizations
- Games (like Monopoly) with clear-cut rules



Conventional Occupations

- C Accountant
- C Bookkeeper
- C Dental Assistant
- C Proofreader
- C Secretary
- C Statistician
- CR Key Punch Operator
- CR Telephone Operator
- CRI Timekeeper
- CIS Time-Study Analyst
- CIS Estimator
- CSA Library Assistant
- CS Cashier
- CE Banker
- CE Credit Manager
- CE Store Salesperson
- CE IRS Agent
- CES Business Education Teacher
- CES Court Reporter
- CER Executive Housekeeper

Typical C-Theme Items

- Bank Cashier
- Private Secretary
- Statistician
- Regular hours for work
- Developing business systems

From an exercise by Becky Boyd, Johnson County Community College and [Where Do I Go Next: Using Your Strong Results to Manage Your Career](#) by Fred Borgen and Judith Grutter

