

Holland RIASEC Test

DMIT TRAINING 360 DEG

- The Holland Occupational Themes is a theory of personality that focuses on career and vocational choice that is truly based on the interest.

PURPOSE

- To Identify ones strongest career interest among six occupational themes: Realistic, Investigative, Artistic, Social, Enterprising, and Conventional.



RIASEC

HOLLAND CODES

- Realistic (Doers)
- Investigative (Thinkers)
- Artistic (Creators)
- Social (Helpers)
- Enterprising (Persuaders)
- Conventional (Organizers)

Administration

- Instructions:

“Circle the number of any item in the box below that is appealing to you. Leave the rest blank”

SCORING

RI

My Holland
code is _____

CE

SA

Realistic

Realistic (Doers)

- Likes to work with animals, tools, or machines; generally avoids social activities like teaching, healing, and informing others
- Has good skills in working with tools, mechanical or electrical drawings, machines, or plants and animals;
- Values practical things you can see, touch, and use like plants and animals, tools, equipment, or machines; and
- Sees self as practical, mechanical, and realistic.

What Careers do you think are suitable?

Examples

Construction/Factor
Workers

Agriculture

Armed Forces

Technicians

Carpentry

Mechanics

Investigative (Thinkers)

- Likes to study and solve math or science problems; generally avoids leading, selling, or persuading people;
- Is good at understanding and solving science and math problems;
- Values science; and
- Sees self as precise, scientific, and intellectual.

What Careers do you think are suitable?

Research

Physicist, Engineer,
Scientist

Geophysics/Marine
Sciences

Accountancy-
Auditing

Law

Policy Makers/CSS

United Nations

Economic and
Social
Development

Administrative
Work

COMBINING THE TWO

Suitable Careers (Realistic-Investigative)

- Air-Conditioning Mechanics (RI)
- Animal Breeder/Trainer (RI)
- Automobile Body Repairer (RI)
- Automobile Mechanic (RI)
- Electrical Engineer (RI)
- Electrician (RI)
- Electronic Installer/Repairer, Vehicles (RI)
- Dental Laboratory Technician (RI)
- Forester (RI)
- Hazardous Materials Removal Worker (RI)

Suitable Careers

- Mechanical Engineer (RI)
- Petroleum Engineer (RI)
- Welder (RI)
- Exterminator (RIS)
- Agricultural Engineer (RIC)
- Biological Technician (RIC)
- Computer Software Engineer (RIC)
- Chemical Technician (RIC)
- Civil Engineer (RIC)
- Computer Systems Software
- Engineer (RIC)
- Fire Investigators (RIC)
- Marine Engineer (Geophysics)

Artistic (Creators)

Imaginative

Abstract

Expressive

Unconventional

Creative

Like working
in free
environment

Individual
Expression

Free style of
dressing

Non
conforming



Career Options

- Actor
- Advertising Art Director
- Advertising Manager
- Architect
- Art Teacher
- Artist
- Copy Writer
- Dance Instructor
- Entertainer/ Performer
- Fashion Illustrator
- Interior Designer
- Journalist/ Reporter
- Music Teacher
- Drama Coach
- Photographer
- Writer
- Graphic Designer

Social (Helpers)

Outgoing

Generous

Rescuers

Helpful

Extroverts

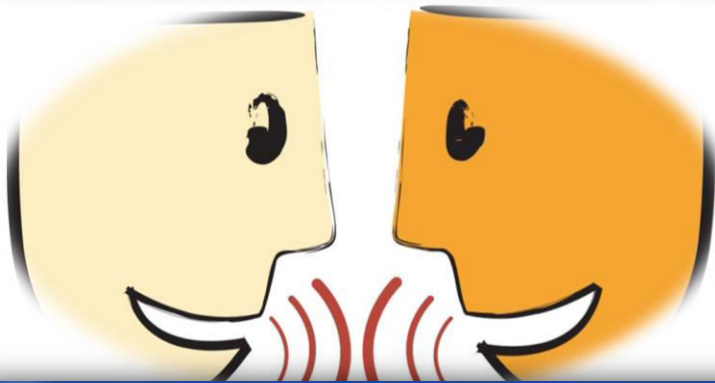
Attend workshops

Good verbal and
interpersonal skills

Dislike working
with machines



♥
**KEEP
CALM
AND
HELP
OTHERS**



Career Options

- Clinical Dietitian
- College/University Faculty
- Counselor/Therapist
- Historian
- Hospital Administrator
- Psychologist
- Librarian
- Medical Assistant
- Minister/Priest/Rabbi
- Paralegal
- Park Naturalist
- Physical Therapist
- Police Officer
- Real Estate Appraiser
- Recreation Director
- Nurse
- Teacher
- Social Worker
- Speech Pathologist
- Vocational-Rehab. Counselor



ENTERPRISING

Enterprising –

- Likes to lead and persuade people, and to sell things and ideas; generally avoids activities that require careful observation and scientific, analytical thinking.
- Values success in politics, leadership, or business.
- Sees self as energetic, ambitious, and sociable.

Conventional

CONVENTIONAL

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.
- Sees self as orderly, and good at following a set plan.

ENTERPRISING-CONVENTIONAL

- Appraiser, Real Estate
- Financial Manager
- Dealer
- Marketing Manager
- Optician
- Property Manager
- Sales Manager
- Lawyer / Attorney / Para-legal
- Buyer
- City Manager
- Hotel Manager
- Insurance Agent
- Office Manager
- Retail Store Manager
- Stockbroker
- Travel Agent

- Accountant
- Administrative Assistant
- Bank Teller
- Cost Estimator
- Credit Analyst
- Insurance Claims Examiner
- Legal Secretary
- Budget Analyst
- Cashier
- Customs Inspector
- Insurance Underwriter
- Internal Auditor
- Medical Secretary
- Tax Consultant
- Ticket Agent

TIPS FOR TRAINERS



1. Fill the result
2. Do not tell the result of test
3. Ask questions about his favorite subjects
4. Ask what he wants to become
5. Tell his personality
6. Tell what field is appropriate accordingly

Don't

1. We do not impose what we like
2. We do not reject his ideas

THANK YOU

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