

Holland's Theory of Career Choice

Please read this page About Holland's Theory to which discoverers' results refer.

Tailored Advice based on Scores

In a person's assessment results, Career Key assigns each of the six Holland personality types to one of these **fit** categories:

- 1. Thriving
- 2. Promising
- 3. Challenging

All discoverers explore careers and majors that are categorized by this personalized degree of fit. To learn more, read <u>About the Scores</u>.

Common score patterns

Some discoverers will have one or two Thriving types:

SOCIAL	15
ENTERPRISING	15
ARTISTIC	5
CONVENTIONAL	5
REALISTIC	1 —
INVESTIGATIVE	1 =

Some will have 3 or more Promising types:



Career Key recommends next steps based on their strongest personality types and common score patterns like these. Use our chart on the next page as a quick guide to tailor your advice to discoverers.

Advice for All Discoverers

Advice	Why
Encourage discoverers to explore careers and majors from their top	 Some careers and programs of study are an even or nearly even split between personality types. By only exploring one type, a discoverer may miss an option that is a good fit.
2-3 personality types.	 Sometimes there is a less than 5-point difference between type scores, which is not statistically significant.

Advice by Fit

Personality types are THRIVING		
Characteristics	Advice to Discoverer	
Highest scores in 1-2 types	• Definitely choose a career or major assigned to the "Thriving" fit category.	
"Differentiated" profile, meaning the person has strong, focused interests	 Most important for this person to choose a close-fit career or major; otherwise they are unlikely to succeed long-term. 	
	Likely to have a personality type that is "Challenging." Avoid selecting those careers or majors.	
If 2 strong types are shown, they may include "inconsistent types" that are opposites on the Holland hexagon (Realistic-Social, Artistic)	Special advice for these unusual combinations: YouTube Video	

Three or more personality types are PROMISING			
Characteristics	Advice to Discoverer		
High scores in 3 or more types	 Consider choosing a career or major assigned to "Promising" fit category. 		
This is an "undifferentiated" or "high, flat" score pattern, meaning the person has broad interests. Though less common, a student may have a low, flat score pattern – where they have few interests.	 To help clarify interests: Have student verify their scores by reading over the definitions of the types in their assessment results. Rate each statement on a scale of 1-5 (with 1 "Not like me" and 5 is "Like me") This may give additional insight to view their scores differently. Try new volunteer activities and experiential learning to see if certain interests are more of a fit. Special advice for flat scores: YouTube Video 		

Any personality types are CHALLENGING			
Characteristics	Advice to Discoverer		
Low scores in any of these types	 Don't choose a career or major assigned to "Challenging" fit category 		
Opposite or farthest away on the			
hexagon from the person's strongest			
personality type			
May appeal to discoverers due to peer or parental pressure. For example: they want their child to be an accountant (Enterprising/Conventional) instead of a	Research showswhen they don't choose a career or major that fits their personality and interests, they are less likely to get good grades, stick with a major, and experience job satisfaction.		
musician (Artistic)	Career Key's <u>4-step ACIP decision making process</u> in Career Key Discovery will help students balance consideration of significant others' opinions in their career decision and how to respond.		