

INTERPRETATION

Quick Reference

Holland Hexagon
Basic ideas of
Holland's Theory of
Career Choice

Congruence is the Key

Career Key assigns one of three levels of congruence to discoverers' scores for all six personality types:

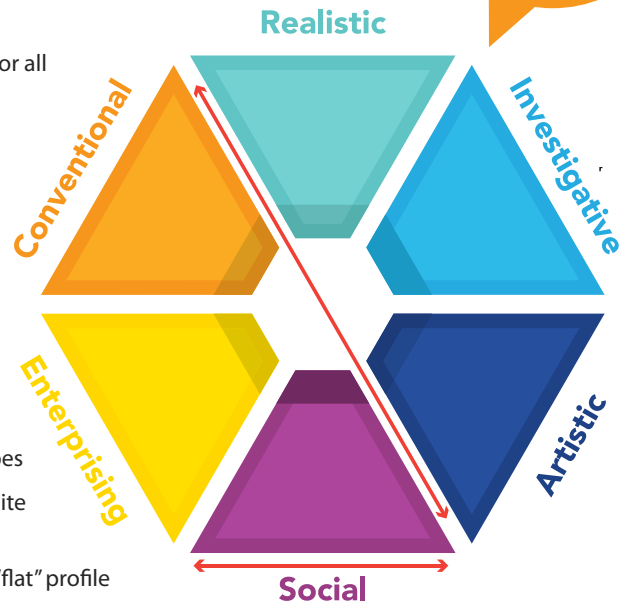
1. *Thriving*
2. *Promising*
3. *Challenging*

Discoverers use congruence to find their best match career and education options.

Tailored advice based on 3 common score patterns

Discoverers' assessment results fall into three basic scoring patterns:

- **Differentiated – consistent:** highest score for one or two personality types
- **Differentiated – inconsistent:** highest scores for two types found opposite on the Holland Hexagon
- **Undifferentiated** – high scores for three or more types, also known as a "flat" profile



DIFFERENTIATED – Consistent OR Inconsistent

Alexa Montreal

CKD Date: 12/6/20

Alexa Montreal's Career Profile

Walnut Creek Class 2022

Estimated Service Level: ● Self-help

Scoring Pattern: Differentiated - consistent

Score	Type	Environment
18	Investigative	Thriving
18	Artistic	Thriving
3	Realistic	Promising
2	Social	Promising
1	Enterprising	Promising
0	Conventional	Promising

UNDIFFERENTIATED

Ingrid Robinson

CKD Date: 12/6/20

Ingrid Robinson's Career Profile

Walnut Creek Class 2022

Estimated Service Level: ● Brief staff-assisted

Scoring Pattern: Undifferentiated

Score	Type	Environment
12	Artistic	Promising
12	Social	Promising
12	Enterprising	Promising
11	Conventional	Promising
10	Investigative	Promising
4	Realistic	Challenging

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 2-3 personality types.	<ul style="list-style-type: none"> 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. Sometimes there is a less than 5-point difference between type scores, which is not statistically significant.

Advice by Score Pattern

Differentiated Score Pattern - personality types are THRIVING

Characteristics	Advice to Discoverer
Highest scores in 1-2 types	<ul style="list-style-type: none"> Definitely choose a career or major assigned to the "Thriving" fit category.
"Differentiated" profile, meaning the person has strong, focused interests	<ul style="list-style-type: none"> 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...)	<ul style="list-style-type: none"> Special advice for these unusual combinations: YouTube Video

Undifferentiated Score Pattern - 3 or more personality types are PROMISING

Characteristics	Advice to Discoverer
High scores in 3 or more types	<ul style="list-style-type: none"> Consider choosing a career or major assigned to "Promising" fit category.
<p>This is an "undifferentiated" or "high, flat" score pattern, meaning the person has broad interests.</p> <p>Though less common, a student may have a low, flat score pattern – where they have few interests.</p>	<p>To help clarify interests:</p> <ul style="list-style-type: none"> 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. <p>Special advice for flat scores: YouTube Video</p>

Any personality types are **CHALLENGING**

Characteristics	Advice to Discoverer
<p>Low scores in any of these types</p> <p>Opposite or farthest away on the hexagon from the person's strongest personality type</p>	<ul style="list-style-type: none">• Don't choose a career or major assigned to "Challenging" fit category
<p>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 musician (Artistic)</p>	<ul style="list-style-type: none">• Research shows ...when 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.• Career Key's 4-step ACIP decision making process in Career Key Discovery will help students balance consideration of significant others' opinions in their career decision and how to respond.

Learn more at [CKD>Advise Discoverers](#) in the online Career Key Resources for Professionals