

Majors by Holland Code

MATCHING PERSONALITIES WITH MAJORS & CAREERS

Majors and careers can be clustered into 6 broad interest areas that correspond to 6 different personality types. Based on the research of Dr. John Holland, this clustering system provides a preliminary way to identify undergraduate majors and careers that might be a satisfying fit for you. **Because personality, majors, and careers are too complex to be described by a single interest theme, you will see that the lists below have an additional code to more accurately describe majors and careers using a combination of related interests (in order of importance).**

REALISTIC

Am I Realistic?

Check off your interests, values, abilities, and qualities to find out.

Interests	Values	Abilities	Qualities
Outdoor activities	Few, close friends	Athletic ability	Stable
Sports activities	Practical things	Mechanical/Electrical skills	Persistent
Hands-on tasks	Clear goals	Managing tasks	Efficient
Tools, machines	Showing vs. Telling	Common sense	Action oriented
Animals, plants	Things vs. People	Problem solving	Reliable
Building things	Tradition	Working with plants/animals	Logical

These are characteristics of the realistic type. Realistic people are assertive, prefer concrete vs. abstract tasks, and are less sociable and less skilled at interpersonal interactions. They have athletic or mechanical ability and often prefer to work outdoors with objects, machines, tools, plants, or animals. If this sounds like you, read on. If not, try one of the other five interest cluster sheets.

What Majors are **Realistic**? (Some majors include a second and/or third letter; **STAN majors in bold**)

- Aerospace Engineering [R, I]
- Aviation [R]
- Cardiorespiratory Therapy [R, I, S]
- Civil Engineering [R, I]
- Computer Engineering [R, C]
- **Computer Science [I, R, C]**
- Construction Science [R, E]
- Dental Hygiene [R, S]
- Electrical Engineering [R, I]
- Engineering Physics [R, I]
- Environmental Engineering [R, I]
- **Environmental Geology [I,R]**
- **Environmental Science [I,R,C]**
- **Geology [I, R]**
- Geological Engineering [R, I]
- Geophysics [R, I]
- Industrial Engineering [R,I]
- Laboratory Technology [R, I]
- Mechanical Engineering [R, I]
- Meteorology [I, R,]
- Petroleum Engineering [R, I]
- Radiologic Technology [I, S]

Source:

<https://www.ou.edu/career/students/choose-a-major/explore/holland-codes.html>

What Careers are **Realistic**?

The following is a small sample of careers a realistic person might choose.

Career	Code	Career	Code
Automotive Engineer	RIE	Commercial Airplane Pilot	RIE
Electrician	RIE	Optical Engineer	RIC
Solar-Energy Systems Designer	RIC	Cook	RAS
Wildlife Control Agent	RSE	Ship Pilot	REI
Airplane Inspector	RES	Locomotive Engineer	RES
Audiovisual Technician	RCI	Marine Services Manager	RCE
Surgeon	IRA	Biochemist	IRS
Radiologist	IRS	Anthropologist	IRE
Environmental Analyst	IRE	Park Superintendent	ERA

INVESTIGATIVE

Am I **Investigative**?

Check off your interests, values, abilities, and qualities to find out.

Interests	Values	Abilities	Qualities
Problem solving	Science	Math	Intellectual
Exploring/Observing	Technical expertise	Science	Analytical
Reading/Investigating	Setting own pace	Problem solving	Inquisitive
Using instruments	Working alone	Scientific method	Introspective
Designing things	Thinking vs. Doing	Research	Unconventional
Science Fiction/Mysteries	Creating	Analysis	Insightful

These are characteristics of the investigative type. Investigative people are intellectual, abstract, analytical, independent, and task-oriented. They like to observe, learn, investigate, analyze, evaluate, or solve problems. If this sounds like you, read on. If not, try one of the other five interest cluster sheets.

What Majors are **Investigative**? (Some majors include a second and/or third letter; **STAN majors in bold**)

- **Anthropology** [I, A, R]
- **Astronomy** [I, A, R]
- Astrophysics [I, R]
- **Biochemistry** [I, A, R]
- **Botany** [I, R, E]
- Chemical Engineering [I, R]
- **Chemistry** [I, R, C]
- **Criminology** [S, I]
- Dentistry (Pre-Dent) [I, R, S]
- **Geography** [I, R, A]
- Geosciences [I, R]
- **Liberal Studies** [S, A, I]
- **Mathematics** [I, C, A]
- Math - Computer Option [I, R, E]
- **Math - Education** [S, I, A]
- **Math - Statistics** [C, I]
- Medicine (Pre-Med) [I, S, R]
- **Microbiology** [I, R]
- Paleontology [I, R]
- Pharmacy [I, E, R]
- **Physics** [I, R]
- **Psychology** [I, S, A]
- Physician's Associate [I, S, R]
- Science Education [I, S, R]
- **Sociology** [I, A, S]
- Veterinary Med (Pre-Vet) [I, R]
- **Women's Studies** [S, I, A]
- Zoology [I, R]

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What Careers are **Investigative**?

The following is a small sample of careers an investigative person might choose.

Career	Code	Career	Code
Surgeon	IRA	Curator	IRS
Aeronautical Engineer	IRS	Neurologist	IRS
Meteorologist	IRS	Anthropologist	IRE
Astronomer	IRE	Environmental Analyst	IRE
Civil Engineer	IRE	Pilot	IRE
Computer Programmer	IRC	Structural Drafter	IRC
Biologist	IAR	Art Appraiser	IAS
Dentist	ISR	Nurse Practitioner	ISA
Physician Assistant	ISA	Actuary	ISE
Translator	ISC	Chief Information Officer	IER
Systems Analyst	IER	Surveyor	IEA
Pharmacist	IES	Cytotechnologist	ICR

ARTISTIC

Am I **Artistic**?

Check off your interests, values, abilities, and qualities to find out.

Interests	Values	Abilities	Qualities
Working with others	Honesty	Communication skills	Creative
Influential roles	Beauty	Work well under pressure	Expressive
Art/Music/Drama	Self-expression	Artistic ability	Original
Language/Literature	Objectivity	Good at improvising	Independent
Other cultures	Diversity	Innovative	Unsystematic
Unstructured events	Public recognition	Intuitive	Quick wit

These are characteristics of the artistic type. Artistic people are imaginative, independent, extroverted, value aesthetics, and prefer self-expression through the arts. They have innovative or intuitive abilities and prefer to work in an unstructured environment, using their imagination or creativity. If this sounds like you, read on. If not, try one of the other five interest cluster sheets.

What Majors are **Artistic**? (Some majors include a second and/or third letter; **STAN** majors in bold)

- **African & African American Studies**[S, IA]
- Architectural [A, I, R]
- **Art (all programs)** [A, S]
- **Art History** [A, S]
- **Asian Studies** [A, I, S]
- Classics [A, I]
- **Dance** [A, R]
- **Drama** [A, E]
- **English** [A, I, S]
- Envr Design (Pre-Land Arch) [A, I, R]
- **Ethics & Religion** [A, I, S]
- European Studies [A, I, S]
- French [A, I, S]
- Interior Design [A, R, S]
- International & Area Studies [A, I, S]
- **Journ - Prof. Writing** [A, I]
- **Journalism and Mass Communication** [A, I]
- **Journalism-Broadcast/ Electronic Media** [A, E, I]
- **Latin American Studies** [A, I, S]
- Letters [A, I]
- Linguistics [A, I, S]
- **Music (all programs)** [A, E, S]
- **Music Education** [S, A, I]
- Native American Studies [A, I, S]
- **Philosophy** [A, I, S]
- Religious Studies [A, S, E]
- Russian, Spanish, or German [A, I, S]

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What Careers are **Artistic**?

The following is a small sample of careers an artistic person might choose.

Career	Code	Career	Code
Costumer	ARI	Still Photographer	ARS
Floral Designer	ARE	Cake Decorator	ARE
Architect	AIR	Writer	AIE
Fashion Designer	ASR	Exhibit Artist	ASI
Composer	ASE	Dancing Instructor	ASE
Graphic Designer	AER	Screen Writer	AEI
Audiovisual Production	AES	Choral Director	AES
Choreographer	AES	News Editor	AES
Wedding Consultant	AES	Photojournalist	AEC

SOCIAL

Am I **Social**?

Check off your interests, values, abilities, and qualities to find out.

Interests	Values	Abilities	Qualities
Music/Reading/Drama	Social interaction	Communication	Cooperative
Helping others	Impacting individuals	Teaching	Outgoing
Religion	Impacting society	Leading/Advising	Understanding
Education	Working in teams	Encouraging	Insightful
Community service	Expressing feelings	Listening	Helpful
Social activities	Growth of others	Facilitating	Trustworthy

These are characteristics of the social type. Social people are community-service oriented, interested in educational activities, prefer social interaction, and are concerned with social and religious issues. They live to inform, enlighten, train, develop, and cure others. They may also be skilled with words. If this sounds like you, read on. If not, try one of the other five interest cluster sheets.

What Majors are **Social**? (Some majors include a second and/or third letter; **STAN majors in bold**)

- Clinical Dietetics [S, E, I]
- Communication Disorders [S, I, A]
- **Communication (Speech Ed) [S, A, E]**
- **Early Childhood Education [S, A]**
- **Elementary Education [S, A, C]**
- **Foreign Language Education [S, A, I]**
- **Health & Exercise [S, R, E]**
- **History [S, E, I]**
- **Human Relations [E, S, C]**
- Individual & Family Dev [S, A, E]
- Language Arts Education [S, A, I]
- **Law Enforcement Admin [R, E, C]**
- **Mathematics Education [S, A, I]**
- **Nursing [S, I, C]**
- Occupational Therapy [S, R, E]
- Physical Therapy [S, R, E]
- Science Education [S]
- **Social Studies Education [S, I, A]**
- **Social Work [S, I, A]**
- Special Education [S, I, A]
- Journalism Education [S, A, E]

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What Careers are **Social**?

The following is a small sample of careers a social person might choose.

Career	Code	Career	Code
Custom Special Agent	SRI	Athletic Trainer	SRE
Recruiter	SRE	Professional Athlete	SRC
Nurse/Midwife	SIR	Psychologist	SIA
Dietitian	SIE	Physical Therapist	SIE
Dental Hygienist	SAI	Career Counselor	SAE
Teacher	SAE	Police Officer	SER
Loan Officer	SER	School Principal	SEI
Television Director	SEA	Paralegal	SEC
Appraiser	SCE	Politician	ESA

ENTERPRISING

Am I **Enterprising**?

Check off your interests, values, abilities, and qualities to find out.

Interests	Values	Abilities	Qualities
Politics	Seeking pleasure	Leadership	Assertive/Dominant
Economics	Power/Control	Management	Outgoing
Leadership	Success	Persuasion/Sales	Self-confident
Challenges	Status/Recognition	Decision making	Energetic
Competition	Expressing opinions	Public speaking	Dynamic
Negotiation	Making money	Planning/Organizing	Ambitious

These are characteristics of the enterprising type. Enterprising people are extroverted, aggressive, adventurous, dominant, and have good verbal skills. They like to work with others to influence, persuade, or perform and like to lead others to obtain organizational goals or economic gain. If this sounds like you, read on. If not, try one of the other five interest cluster sheets.

What Majors are **Enterprising**?

(Some majors include a second and/or third letter; **STAN majors in bold**)

- **Communication [E, S, A]**
- Energy Mgmt [E, C, R]
- **Entrepreneurship & Venture Mgmt [ES]**
- **Human Resource Mgmt [E, S, C]**
- Industrial Engineering [E, I, R]
- **International Business [E, I, C]**
- **Journ - Advertising [E, A, S]**
- **Journ - PR [E, A, S]**
- **Public Relations [E]**
- Law (Pre-Law) [E, A, S]
- **Marketing [E, C]**
- **Political Science [E, I, A]**
- Public Affairs & Admin [E, S, C]
- Real Estate [E, S, C]
- **Supply Chain Mgmt [E, R]**

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What Careers are **Enterprising**?

The following is a small sample of careers an enterprising person might choose.

Career	Code	Career	Code
Special Agent	ERI	Park Superintendent	ERA
Construction Superintendent	ERS	Intelligence Specialist	ERS
Production Manager	ERC	Business Enterprise Officer	EIR
Industrial Engineer	EIR	Communications Consultant	EIA
Environmental Project Manager	EIS	Foreign-Exchange Trader	EIC
Patent Agent	EIA	Fashion Coordinator	EAS
Museum or Zoo Director	ESR	Claim Adjuster	ESR
Human Resource Advisor	ESR	Media Marketing Director	ESR
President (any industry)	ESR	Real Estate Agent	ESR
Tax Attorney	ESI	Urban Planner	ESI
Politician	ESA	e-Commerce Manager	ESA
Financial Planner	ESC	Social Director	ESC

CONVENTIONAL

Am I **Conventional**?

Check off your interests, values, abilities, and qualities to find out.

Interests	Values	Abilities	Qualities
Organizing	Business success	Follow orders	Detail oriented
Collecting things	Accuracy	Clerical skills	Organized
Keeping records	Order	Computer skills	Persistent
Math/Accounting	Clear standards	Organizational skills	Efficient
Serving as treasurer	Routine	Numerical ability	Practical
Concrete tasks	Practical things	Written communication	Systematic

These are characteristics of the conventional type. Conventional people are practical, well controlled, sociable, conservative, and prefer structured tasks and conformity. They like to work with data, have clerical or numerical ability, and are very attentive to detail. If this sounds like you, read on. If not, try one of the other five interest cluster sheets.

What Majors are **Conventional**? (Some majors include a second and/or third letter; **STAN majors in bold**)

- **Accounting** [C, E]
- Business Stat [C, E, I]
- **Economics** [I, C, E]
- **Finance** [E, C, I]
- Information Studies [C, I]
- **Information Technology** [C, I]
- Logistics & Materials Mgmt [C, E, R]
- **Management** [E, I, S]
- **Management Information Systems** [I, C, E,]

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What Careers are **Conventional**?

The following is a small sample of careers an enterprising person might choose.

Career	Code	Career	Code
Desktop Publisher	CRA	Credit Analyst	CRS
Mail Carrier	CRS	Website Editor	CIA
Underwriter	CSE	Computer Programmer	IRC
Child Development Specialist	SEC	Telecommunications Specialist	ECS
Financial Planner	ESC	Safety Manager	SEC
Golf Club Manager	ECS	Travel Agent	ECS

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