The Party Game
Based on the work of John Holland

Imagine you are at a party with six different groups of people, described below. Based on the descriptions, which group would you like to join most, first? What attracted you to this group?

Now imagine that everyone in your group has moved on to another party except you. Of the other five groups that remain which one would be you next highest area of interest? What attracted you to this group?

Now imagine that this group also leaves for another party. Of the other four corners remaining which group would you go to? What made you choose this as your third?

Record your top three categories of interest in order of preference to determine your Holland Code (R, I, A, S, E, C): ________________________________

**Realistic (The Doers – Adventuring/Producing)** - They like to work primarily with objects, machines, tools, plants, animals, or in the outdoors. They want to see the physical results of their work, and do their best in work environments that are organized, clear in lines of authority, and manufacturing/industrial. They are often skilled at fixing and repairing, mechanical dexterity, physical coordination, and handling emergencies.

**Investigative (The Thinkers – Analytic)** - They like to work primarily with information, analyzing and evaluating it to solve problems. They value independence, and do their best in work environments that are unstructured, research-oriented, scientific, and intellectual. They are often skilled at scientific investigating, writing technical documents, and solving complex problems. Prefer to analyze a problem, evaluate options and data, set a plan of action, and analyze the results.

**Artistic (The Creators - Creative)** - They like to work primarily with things and ideas, using their imagination and creativity to create art forms or products, or being spectators of art and music. They value beauty and aesthetics, and do their best work in environments that are self-expressive, flexible, and non-conforming. They often have ability in music and drama, writing, and/or the visual arts. Prefer creative approach to problem-solving and planning which relies heavily on intuition and imagination.

**Social (The Helpers - Helping)** - They like to work primarily with people, helping, empowering, instructing, and caring for others. They value relationships, cooperation and consensus, and do their best work in environments that are friendly, team-oriented, supportive, and concerned
with the welfare of others. They are often skilled at verbal communication, teaching and explaining, understanding others, and solving problems through discussion. Prefer to gather data from all involved parties before generating an action plan.

**Enterprising (the Persuaders - Influencing)** - They like to work primarily with people, directing, influencing and leading others toward organizational goals and economic success. They value status, ambition, and material possessions, and do their best work in environments that are business-oriented, entrepreneurial, fast-paced, and competitive. They are often skilled at public speaking, persuading and selling, managing people and projects, and maintaining a profit focus. They like to keep the big picture in mind.

**Conventional (The Organizers)** - They like to work primarily with information, recording, ordering, arranging, keeping track of detailed information and managing written and numerical data. They value order, efficiency, accuracy, and security, and do their best work in organizations that are structured, stable, and predictable. They use their time efficiently and prefer to follow a defined structured plan of action. Enjoy putting all the pieces of a plan together.