

## REALISTIC The “Do-ers”

People who have athletic or mechanical abilities, prefer to work with objects, machines, tools, plants, animals or to be outdoors.

Mechanics  
Carpenters  
Radiologic Technologists  
Corrections/Police Officers

Engineers\*  
Woodworkers  
Drafters  
Electricians



## INVESTIGATIVE The “Thinkers”

People who like to observe, learn, investigate, analyze, evaluate or solve problems.

Physicians  
Medical Lab Technologists  
Computer Programmers  
Management Consultants

Psychologists  
Software Engineers  
Engineers\*  
College Professors

## CONVENTIONAL The “Organizers”

People who like to work with data, have clerical or numerical ability, carry out tasks in detail or follow-through on others’ instructions.

Accountants  
Bookkeepers  
Data Processors  
Paralegals

Actuaries  
Computer Operators  
Medical Records Technicians  
Insurance Adjusters/



*Taken from SDS, Holland,  
You and Your Career*



## ARTISTIC The “Creators”

People who have artistic, innovating or intuitional abilities and like to work in unstructured settings using their imagination and creativity.

Advertising Executives  
Architects  
Copywriters  
Landscape Architects  
Museum Curators  
Graphic Designers  
Technical Writers

Journalists  
Dancers  
Actors/Actresses  
Attorneys  
Librarians  
Writers/Editors  
Translators

## ENTERPRISING The “Persuaders”

People who like to work with people, influencing, persuading, performing, leading or managing for organizational goals or economic gain.

Real Estate Agents  
Travel Agents  
Financial Planners  
Managers/CEOs\*

Politicians  
Food Service Managers  
Sales Representatives  
Bartenders  
Stockbrokers



## SOCIAL The “Helpers”

People who like to work with people to enlighten, help, train or cure them, or are skilled with words.

Counselors\*  
Ministers/Chaplains  
Social Workers  
Speech Pathologists  
Human Resources

Teachers  
Dieticians  
Trainers  
Nurses

# Holland Codes for University Majors

## COLLEGE OF AGRICULTURE, FOOD & NATURAL RESOURCES

Agricultural Econ. (EAS)  
Agricultural Education (RIE)  
Agricultural Journalism (ESR)  
Animal Sciences (IRS)  
Biochemistry (IRE)  
Entomology (IRS)  
Food Science & Nutrition (SEI)  
General Agriculture (RIS)  
Horticulture (IRS)  
Hotel & Restaurant Mgmt. (ESR)  
Plant Pathology (IRS)  
Plant Sciences (IRS)  
Rural Sociology (IES)

## COLLEGE OF ARTS & SCIENCE

Anthropology (IRE)  
Art History & Archaeology (EAS/IRE)  
Biological Sci. (IRE)  
Chemistry (IRE)  
Classics: *Classical Humanities* (AIS)  
Classics: *Greek* (ASE)  
Classics: *Latin* (ASE)  
Communication (EAS)  
Computer Science (IEC)  
Economics (IAS)  
English (AES)  
French (ASE)  
Geography (IRE)  
Geological Sci. (IRE)  
German (ASE)  
History (SEI)  
Intl. Studies: *East Asian Studies* (SEI)  
Intl. Studies: *Environmental Studies* (IRE)  
Intl. Studies: *European Studies* (SEI)  
Intl. Studies: *Intl Agri/Comm Dev.*(SEI/IRS)  
Intl. Studies: *International Business* (ESR)  
Intl. Studies: *Latin Amer. Studies* (SEI)  
Intl. Studies: *Russian Studies* (SEI)  
Intl. Studies: *South Asian Studies* (SEI)  
Mathematics (IRE)  
Microbiology (IRS)  
Peace Studies (SEI)  
Philosophy (SAI)  
Political Science (SEI)  
Psychology (SIE/ASE)  
Physics (IRE)  
Religious Studies (SAI)  
Romance Languages (ASE)  
Russian (ASE)  
Sociology (IES)  
Spanish (ASE)  
Statistics (IRE)

## COLLEGE OF BUSINESS

Business Administration (ESC)  
Business Administration: *Finance & Banking* (ESR)  
Business Administration: *Intl. Business* (ESR)  
Business Administration: *Mgmt* (ESR)  
Business Administration: *Real Estate* (ESR)  
Public Administration (ESR)

## COLLEGE OF EDUCATION

Early Childhood Education (SEC)  
Educational Studies (SEC)  
    *Curriculum & Instruction, Interdepartmental,  
    Practical Arts & Voc-Tech Educ, Special Educ.*  
Elementary Education (SEC)  
Elementary Education: *School Art (ASE); School  
Music (AES)*  
Practical Arts & Vocational-Technical Education  
(RIE)  
Secondary Education (SAE/ASE)  
    *Art Educ, Behavioral Science, Biology, Chemistry,  
    Earth Science, French, Gen. Science, German,  
    Italian, Language Arts, Latin, Mathematics Educ,  
    Music Educ, Physics, Social Studies, Spanish,  
    Speech, Technical Educ (Agri Busn, Home Ec, Ind/  
    Tech & Mktg Educ).*  
Special Education (SEC)  
    *Behavior Disorders, Learning Disabilities, Mild/  
    Moderate Mental Retardation, Severe  
    Developmental Disabilities, Curriculum Dev for  
    Exceptional Students, Mental Retardation, Early  
    Childhood Special Educ., Admin & Supv of Special  
    Educ.*

## COLLEGE OF ENGINEERING

Agricultural Engineering (IRE)  
Chemical Engineering (IRS) (*Biochem & Chem  
Environmental Options*)  
Civil Engineering (IRE) (*Environmental Option*)  
Comp. Engineering (IRE)  
Elec. Engineering (IRE)  
Industrial Engineering (EIR)  
Mechanical Engineering (RIS/IRE)

## COLLEGE OF HUMAN ENVIRONMENTAL SCIENCES

Architectural Studies (IRE)  
Communication Science & Disorders: *Speech -  
Language Pathology (SAI) Audiology (ISR)*  
Human Devel. & Family Studies (SEA)  
Personal Financial Planning (SEA)  
Radiologic Sci.: *Radiography* (IRS)  
Textile & Apparel Management (ESA)

## COLLEGE OF VETERINARY MEDICINE

Veterinary Biomedical Science (IRS)  
Veterinary Pathobiology (IRS)

## SCHOOL OF ACCOUNTANCY

Accountancy (CRS)

## SCHOOL OF FINE ARTS

Art (AEI)  
Music (ASI)  
Theatre (ASE)

## SCHOOL OF HEALTH PROFESSIONS

Clinical Laboratory Sciences: *Cytotechnology* (ICR)  
Comm. Science & Disorders (SAI)  
Nuclear Medicine (RIS)  
Occupational Therapy (SRE)  
Physical Therapy (SIE)  
Radiography (RIS)  
Respiratory Therapy (SIR)

## SCHOOL OF JOURNALISM

Journalism (EAS)  
Journalism: *Advertising* (ESA)  
Journalism: *Broadcast News* (AES)  
Journalism: *Magazine* (AES)  
Journalism: *News Editorial* (ESA)  
Journalism: *Photojournalism* (AES)

## SCHOOL OF NATURAL RESOURCES

Fisheries & Wildlife (RIE)  
Forestry (RIS)  
Soil, Atmospheric Sci. (IRS)  
Parks, Rec & Tourism (ESA)

## SCHOOL OF NURSING

Nursing (SIA)

## SCHOOL OF SOCIAL WORK

Social Work (SEC)

## HONORS COLLEGE

Pre-med (IRS)

## SCHOOL OF LAW

Law (ESA)

## SCHOOL OF MEDICINE

Health Services Mgmt. (ESC)