



## Holland Code Letter Definitions

A Holland Code is a series of three letters that represents a person's three most dominant personality traits. Participants complete the Self-Directed Search, which is a self-assessment tool that asks questions revolving around six distinct personality types. Upon completing the test, a person gets a specific code. Knowing your three-digit personality code helps people develop self-awareness, find fulfillment, and achieve career success.

### Holland Code Personality Types

The Holland Code theory uses the acronym RIASEC, which stands for realistic, investigative, artistic, social, enterprising, and conventional, to describe the main six personality types. After taking the assessment, you receive three letters that highlight your key traits. Here's a breakdown of the characteristics and values of each personality type.

### **Realistic**

People with a realistic personality type are doers and driven by things they can impact in their environment. These people are assertive and often possess physical coordination. They prefer to solve problems by physically reacting rather than talking or reading about a subject.

### **Investigative**

People with an investigative personality type are thinkers. They thoroughly observe their environment to make sense of the world around them. These people prefer solitary activities and find excitement in scientific research and intellectual pursuits.

### **Artistic**

Those with an artistic personality type are emotional and creative. They value self-expression and gain energy from thinking about creative projects. People with this personality type often avoid rigid environments and feel stifled by rules or absolutes.

### **Social**

Someone with a social personality is a helper who prefers working with other people. These people are empathetic and desire environments that allow them to help others. This type of person regularly has concerns about social issues and often takes action to help remedy problems in their community. They often make friendships easily and get along with most people.

### **Enterprising**

People with enterprising personality types are persuasive. They are generally charismatic and have excellent public speaking skills. Enterprising people value achievement, status, money, reputation, and the chance to lead. These people are often assertive in their work style.

### **Conventional**

Someone with a conventional personality type is an organizer. They prioritize convention and structure to prevent unpredictable environments. These people value order, rules, self-control, and regulation.