



Congratulations!

You're on your way to finding the right career for your well-being.

Career Profile prepared for

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Look inside

Your assessment results

How to make the best decision for you



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Look inside: Your Personality: Artistic

You have a mix of interests and abilities.

Six Types: We look at 6 personality types, giving you a score in each one. [About Holland's theory](#)

Your Scores: Scores range from 0 to 33. Higher scores show stronger self-identity to that type. [About the scores](#)

THRIVING environments

18

Artistic

Expressive And Independent

You see yourself as expressive, original, and independent with artistic ability.

Artistic environments reward originality and creativity.

Fashion Designer, Writer, Musician, Architect

PROMISING environments

13

Social

Helpful And Understanding

You see yourself as helpful, friendly, and trustworthy to the people around you.

Social environments reward helping people, friendliness, and solving social problems.

Teacher, Counselor, Nurse, Social Worker, Athletic Trainer

11

Realistic

Practical And Genuine

You see yourself as practical with mechanical ability.

Realistic environments reward practicality and making better things you can see or touch.

Pilot, Paramedic, Diesel Mechanic, Forester

CHALLENGING environments

6

Investigative

6 Enterprising

5 Conventional

Your strongest personality types

Artistic

Compatible Types: Investigative and Social

Likes to

Creative activities like acting, writing and music

Avoids

Repetitive and orderly activities

Has good skills with

Creating and expressing themselves in writing, drama, music or art

Values

Creative arts
Imagination
Courage

Social

Compatible Types: Artistic and Enterprising

Likes to

Teach
Give advice or comfort
Take care of others
Give information

Avoids

Using machines and tools

Has good skills with

Helping people
Understanding people
Teaching

Values

Helping people
Solving social problems
Equality

Realistic

Compatible Types: Conventional and Investigative

Likes to	Avoids	Has good skills with	Values
Work with animals, tools and machines	Social activities Teaching Nursing Informing others	Tools Mechanical drawings Machines Animals	Practicality Things you can see or touch Plants and animals you grow Things you build or make better

About the scores

Scores for each personality type can range from 0 to 33 points. The higher the score, the more you are like that type. And the more comfortable you'll be in a work or college major environment of that type.

A meaningful difference in scoring between types is 5 points. So if fewer than 5 points separates your types, consider your strength in them to be the same.

Thriving environments means you are most likely to thrive and succeed in work or college major environments like these (they match your highest scores).

Promising environments means you may be comfortable in and succeed in work or college major environments like these (they are fairly close to your highest scoring personality type).

Challenging environments means these work or college major environments will likely be demanding and uncomfortable for you. There are other environments that better fit your personality.

About Holland's Theory

Dr. Holland's Basic Idea

You are most likely to be successful and satisfied in a career if your personality is like the personalities of the people working in it.

Similarly, you are more likely to get better grades, stay in your major, and graduate on time if your personality is like the students and professors studying and teaching in your college major.

In other words, whatever choice you make - a career to enter; a course or training program; a

college major; a career change, vocation, or retirement focus - you are usually best off to choose one that matches your personality. Major research studies support this idea.

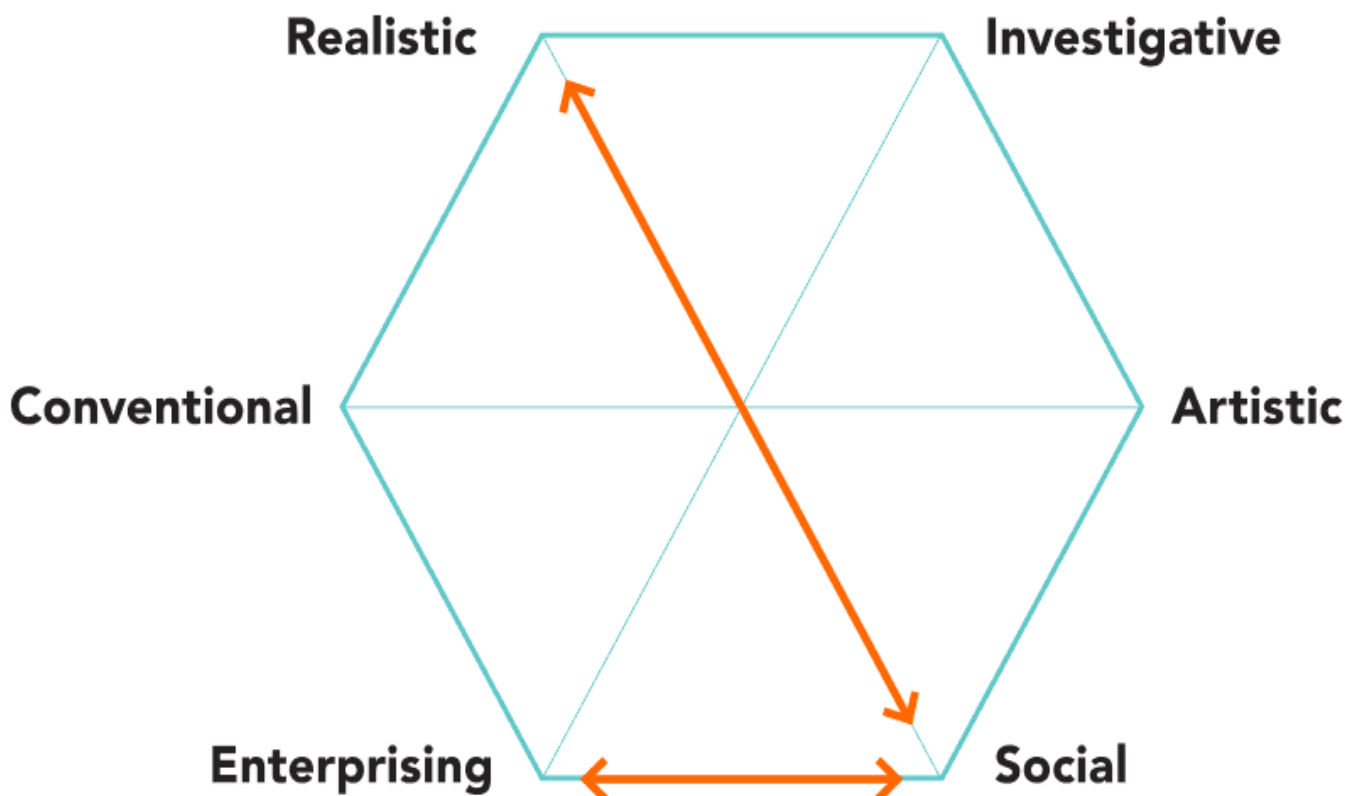
▶ [Watch Career Key's videos on Holland's Theory](#)

The Holland Hexagon

With his hexagon you will see which of the six personality types are closest to you, and which are further away.

- ▶ The distance on the hexagon between each type indicates how close they are psychologically. For example, notice that the type at the greatest distance from the Realistic type is Social. When you read the description for these two types, you understand why: their personalities are opposites!
- ▶ On the other hand, the personality types next to each other on the hexagon, are the closest psychologically-like Social and Enterprising.

Understanding all of this can help you in many ways.



Five More Helpful Ideas from Dr. Holland

These five ideas can help you understand yourself, the people around you, and why it's a good idea to choose an occupation, major, or training program that matches your personality.

1. **People of the same personality type tend to "flock together".**

For example, Artistic people like to make friends and work with Artistic people.

Is this true for you? Are you attracted to people who have a similar personality?

2. **People of the same personality type working together create a work environment that fits their type.**

For example, Artistic people working together create an environment that rewards artistic thinking and behavior-an Artistic environment.

3. **There are six types of environments, and they have the same names as the personality types :**

Realistic, Investigative, Artistic, Social, Enterprising, and Conventional.

Can you think of a Realistic environment, for example, like a class or work setting?

An Investigative environment?

4. **People who work in an environment similar to their personality type are more likely to be successful and satisfied.**

Artistic people, for example, are more likely to be successful and satisfied if they choose a job that has an Artistic environment, like a dance teacher in a dancing school-an environment "dominated" by Artistic type people where creative abilities and expression are highly valued.

5. **Working with people of a similar personality to yours enables you to do many things they do, and to feel more comfortable.**

How to Make Good Decisions Using ACIP

Choosing a career path, making a career decision, or deciding on a college major - all are critical decisions. They demand high-quality decision making.

There are four essential steps- A, C, I, P - you will want to follow, drawn from the extensive research of the internationally known and respected psychologists, Irving L. Janis and Leon Mann.

A

Alternatives

When making an important decision, look at all your choices. Ask yourself, "Are there any other ways I can solve this problem? Ways that I haven't thought of?"

C

	Consequences	Once you have narrowed down your choices to those that look best, weigh the pros and cons of each.
I	Information	Search for new information about each option you are considering.
P	Plans	Make detailed plans for (1) how you will carry out your decision, and (2) what you will do if one of the negative consequences that you thought of under (C) occurs.

Now, visit our step-by-step, online guide to making good decisions.

Yes! Guide me through it

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[Free Agent Outlook on Work](#)

[How to Identify Your Motivated Skills: the skills you most enjoy using](#)
and much more...

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We can help you narrow your choices or introduce new ones.