

THE JOB HUNTING

Guide

Who am I?

Holland's Personality Types



WHO AM I ?

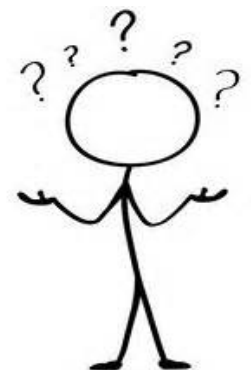
Have you ever tried to fit a square peg into a round hole, or a round peg into a square hole? It doesn't fit properly! The same is true for people. We are all physically different in our looks and we have different personalities. So when choosing a career, find out which careers suit your personality. If you can find out which careers suit you then you can explore these careers first, not waste time exploring every single career.

Let's start by looking at your personality "Type" according to John Holland's theory. First complete the activity on, Who am I ? below.



Activity 1: *Who am I ?*

In the space below, write down 3 things about your personality that make you unique, eg. "I am a very affectionate and kind person".



HOLLAND'S PERSONALITY TYPES

According to John Holland, most people fit into one or more of six personality types: Realistic, Investigative, Artistic, Social, Enterprising, or Conventional. If you can match your job personality type and your work environment, you can improve your chances of success and satisfaction in your job one day.

Most people are a combination of types like Realistic and Investigative, or Social and Enterprising. This does not matter, just choose the type(s) you feel more comfortable with. Get to know more about your personality this way and try to identify careers that relate to the type(s) you fit into.

Ask yourself the following question: If you enjoy what you do you are more likely to be successful in what you do. Do you agree with this statement? Yes or No?

To read more on Hollands Types visit the following website:

<https://www.careers.govt.nz/resources/career-practice/career-theory-models/hollands-theory/>



Adapted from Hollands, SDS <http://www.self-directed-search.com/>. Find help on: https://en.wikipedia.org/wiki/Holland_codes

Codes

Activity 2: What "Type" suits me?

Read through Holland's career types below and select the type(s) that suit you best. Make a cross next to the types that suit you best. You may select more than one type. For more information on careers, visit www.gostudy.net.

TYPE	DESCRIPTION	EXAMPLES OF CAREERS	Mark with an X
Realistic The "Do-er"	Do-ers are practical and like working with their hands and/or tools and machinery. They are good at making and creating things with their hands, i.e. fixing, building, baking, cutting, designing. Doers get things done!	Farmer, horticulturist, builder, engineer, army, mechanic, upholsterer, electrician, computer technician, chef, sports, interior dress-maker, etc	
Investigative The "Thinker"	Thinkers like to understand how things work. They enjoy doing research and exploring different ideas. They are curious, and work things out. They are good at analysing and understanding why and how things work and have good observation, writing and reading skills.	Scientist, researcher, medical careers, chemist, marine biologist, forester, laboratory technician, zoologist, doctor, etc.	
Artistic The "Creator"	Creators love beauty in poetry, music and art, books and drama. Creators are imaginative and able to come up with new ideas, and think about familiar things in new ways, i.e. "think out the box". They are good at expressing themselves through creative activities such as art, drama, music, dance, crafts, etc.	Artist, illustrator, photographer, signwriter, composer, singer, dancer, actor, reporter, writer, hairdresser, fashion designer, etc.	
Social The "Helper"	Helpers are kind and patient and enjoy communicating with other people. They are also good listeners and are able to empathise with those in need and to help people with their problems. They love socialising.	Teacher, nurse, counselor, police officer, social worker, customer secretary, waiter, etc.	
Enterprising The "Persuader"	Persuaders appear self-confident and enjoy talking and telling people about their ideas. They like being a leader and making important decisions. They are ambitious and want the group to succeed. They are efficient communicators and are good at debating and convincing others. They may be entrepreneurial.	Salesperson, lawyer, politician, accountant, business owner, executive or manager, travel agent, music or sports promoter, etc	
Conventional The "Organiser"	Organisers are systematic, accurate and methodical and like things to be neat, accurate and orderly. They like to collect and organise things and enjoy working within a system, They pay special attention to detail, have the ability to concentrate and are good at planning and organising.	Secretary, receptionist, office worker, librarian, bank clerk, computer operator, stores and dispatch clerk, etc.	

Activity 3: *Research a Career*

Which personality type best describes you? Are you a "Creator", "Do-er", "Helper", "Organiser", "Persuader", or "Thinker"? You may fit into more than one category. In pairs, tell your partner what type(s) you think describe you best and give reasons. For example: "I am a 'do-er' because I love to work in the garden growing plants. I also love working in the kitchen, making food for my family". Ask your partner if they agree with your field or not.

My type(s): _____

Explain why you think this/these types suits you (or explain why "Types" don't suit you)

Based on your type can you name three careers that you would be suited to?

Evaluation

You will be evaluated against the following criteria:

Criteria	1	2	3
Activity completed.	The learner did not put any effort into this activity and could not provide reasons for his/her answers.	Completed the activity in full with explanations.	Completed the activity and provided examples. It is evident from the answers provided that the learner researched the topic.
Could relate type to the careers.	The learner did not grasp the relationship between type and careers. Could not identify suitable careers for himself/herself.	Could identify suitable "Type(s) as well as related careers.	Could identify suitable type(s) as well as related careers using own examples (not those provided. Could justify the choices he/she made.