

SDS

HOLLAND
SELF-DIRECTED
SEARCH™

SAMPLE

ASSESSMENT BOOKLET

**A Guide to Career Planning
in Organizations**

By John L. Holland, Ph.D.

PAR Psychological
Assessment
Resources, Inc.

1

Directions

Enter your name, age, sex, occupation, and the date in the

NAME _____

AGE _____

SEX _____

DATE _____

The Self-Directed Search
The inventory surveys
more than a thousand
values, and you can

If you have
suggestions
to

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your ideas or
could help you
carry; you will gain
can erase easily. Read
page to begin.

AB

2

Activities

Below are activities that cover a broad range of interests and settings. Circle the Y for those activities that you enjoy or believe that you would enjoy. Circle the N for those activities that you do not enjoy or that do not interest you.

Yes	No	
Y	N	Take a Woodw
Y	N	Work on a cr
Y	N	Operate he
Y	N	Make me
Y	N	Repair ?
Y	N	Make r
Y	N	Use r
Y	N	Org
Y	N	Se
Y	N	r
Y	N	

Yes
v

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Activities

Activities

ra
paper
or posters
raphs

on
lay
journal

Yes No

- Y N Take a Human Relations course
- Y N Work for a charity
- Y N Study juvenile delinquency
- Y N Read about important education
- Y N Take a self-improvement course
- Y N Study a psychological theory
- Y N Read sociology articles
- Y N Train others to do a job
- Y N Help handicapped people
- Y N Settle arguments between people
- Y N Teach in a college

Yes No

- Y N Take a course
- Y N Learn strategy
- Y N Be a professional
- Y N Superhero
- Y N Meet
- Y N Research
- Y N Practice
- Y N /
- Y N
- Y N
- Y

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5

laws

ing or business

- Y
- Y N Film
- Y N Take a business

3 Competencies

Circle Y for those skills and abilities that you can do well or competently. Circle N for those skills and abilities that you have never performed or perform poorly.

Competencies

Yes No

Y N I can make sir
Y N I can repair f
Y N I can use w
Y N I can oper
Y N I can refi
Y N I can re
Y N I can r
Y N I can
Y N I ca
Y N I c
Y N I

Yes No

Y
Y
Y

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Competencies

be recognized
sculpture
tion of a concept or idea

r a product
ces

Yes No

- Y N I am good at helping other
Y N I am good at explaining th
Y N I am a good coach for ot'
Y N I am competent at ente'
Y N People seek me out to
Y N I am good at making
Y N I have participated i'
Y N I am good at helpir
Y N I find it easy to tal'
Y N I am good at tear
Y N I can lead group

Yes No

- Y N I am good r
Y N I am good
Y N I have a r
Y N I can m
Y N I can o
Y N I am ?
Y N I can
Y N I an
Y N I a
Y N I
Y N I

Yes No

- Y
Y
Y
v

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usiness meeting

4 Careers

Below are lists of careers in business, industry, government, the arts, and academic settings. Circle Y for those careers that interest you or appeal to you. Circle N for those careers that you dislike or find uninteresting.

R Careers

Yes	No	
Y	N	Cabinet Maker
Y	N	Livestock Farm
Y	N	Auto Mechani
Y	N	Tree Surgeon
Y	N	Electronic T
Y	N	Surveyor
Y	N	Construct
Y	N	Locomo'
Y	N	Machin'
Y	N	Fire Fi
Y	N	Weld
Y	N	Fish
Y	N	Ge'
Y	N	Ai

Yes	No
Y	N
Y	N
Y	
Y	
Y	

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areers

Y
Y N Acco

S Cr

Yes No

Y N Hospital Administrator
Y N High School Teacher
Y N Social Worker
Y N Speech Therapist
Y N School Principal
Y N Physical Therapist
Y N Clinical Psychologist
Y N Marriage Counselor
Y N Social Science Teacher
Y N Director of Welfare Ager
Y N Youth Camp Director
Y N Personal Counselor
Y N Sociologist
Y N Substance Abuse

Yes No

Y N Estate Plan
Y N Manufact
Y N Hotel M
Y N Radio
Y N Real
Y N Sa
Y N
Y N
Y N
Y
Y
Y

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Y
Y N
Y N Fin
Y N Cost Estim
Y N Quality Contr
Y N Bookkeeper
Y N Payroll Specialist

S Careers

Yes	No	
Y	N	Hospital Adm
Y	N	High School
Y	N	Social Worke
Y	N	Speech Ther
Y	N	School Prin
Y	N	Physical Tr
Y	N	Clinical Ps
Y	N	Marriage
Y	N	Social Sci
Y	N	Director
Y	N	Youth C
Y	N	Person
Y	N	Sociolo
Y	N	Substa

Yes	No	
Y	N	Esta
Y	N	Ma
Y	N	Hc
Y	N	Re
Y	N	R
Y	N	S
Y	N	!
Y	N	
Y	N	
Y	N	
Y	N	
Y	N	
Y	N	

Yes
Y
Y
Y

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Y	N	BOOK
Y	N	Payroll Specialist

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Calculating Your Holland Code

To tie your interests to specific careers, you need to calculate your Holland Code. To calculate your Holland code, follow these steps:

1. ACTIVITIES

Go to pages 4-5. Count the number of times you marked Y (YES) for the **R** Activities. Write that number above the **R** on the line to the right. Do the same for the **I**, **A**, **S**, **E**, and **C** Activities.

2. COMPETENCIES

Go to pages 6-7. Count the number of times you marked Y (YES) for the **R** Competencies. Write that number above the **R** on the line to the right. Do the same for the **I**, **A**, **S**, **E**, and **C** Competencies.

3.

SAMPLE

R I A S E C

Highest	2nd	3rd
<input type="text"/>	<input type="text"/>	<input type="text"/>

to make up your code. For example, if the three highest letters are **E**, **I**, and **S**, your Holland code is **EIS**.

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and Code

The theory and extensive research of the SDS indicate that both people and occupations can be divided into six different types. These types are called: **Realistic, Investigative, Artistic, Social, Enterprising, and Conventional**. Sometimes we use the first letter of a type as a shorthand for that type. For example, we could say that someone is a **Realistic**, or **R**, type. Another person might be a **Social**, or **S**, type. Each of the six types—**R, I, A, S, E, and C**—has its special interests, values, preferences, and

Realistic (R) people prefer realistic occupations such as mechanical production planner, safety engineer, and marine surveyor. They have athletic abilities, enjoys working outdoors, and likes to work with things more than people.

Artistic (A) people prefer art, are creative, are a composer, stage director, have artistic skills, enjoys creative ideas more than

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The six scalar
speaking, the hi
stronger your inte
semble. The first i
semble somewhat les
summary code are the ty

...ative, financial
usually has
s to be influential.

α resemble each of the six types. Generally

...the more closely you resemble that type and the stronger your interest in that type. The summary code is a shorthand for describing the types you resemble. The first letter is the type you resemble most, the next letter the type you resemble somewhat less, and so on. The types that are not in your summary code are the types you resemble the least of all.

11

7 Using Your to Develop

The *Career Options F*
ESR, 1
yr

Career

code is
also direct

exploration List
al should be to maximize

Investigative, Artistic, Social
people also apply for type
require speaking or sa¹
enjoy working wi¹
The *Career*
Options F
ESR, ¹
yc

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career

Career

8

Some Suggestions and Next Steps

The SDS, or any interest inventory, is most useful when it reassures you about your current career or suggests careers that you know about and are already considering. For many individuals, however, the process of career exploration will require more investigation. Consider the following ideas in turning your SDS experience into a more detailed plan for career exploration:

- ▶ The SDS is a measure of interest patterns—it does not tell you whether you have the education, background, or experience necessary for success in a specific career. Your interest with a career is increased in most cases when there is a good match between your interests and experience of the employee and the requirements of the position.
- ▶ Your results on the SDS are affected by many factors in your environment, such as the occupations of influential people around you, your family, and the culture in which you have been a member. For example, if you aspire to different careers, males obtain more S, A, and C codes. Yet we know that females are members of either sex. If you have a code, keep these influences in mind as you develop your past thoughts and develop your plan.
- ▶ Remember that your career plan is a work in progress.

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and college
you with this
qualified career

careers or provide current
the next page. The *Career Options*
be useful.

ii.
Fin.

Using Your Holland Code to Learn More About Your Values, Working Styles, and Work Environments

The theory and extensive research underlying the SDS provide much additional information about the six types. Not surprisingly, the types differ in many ways. Research shows that they differ in values, temperament, methods of communication, preferred work environments, and other factors. *Exploring Career Options* discusses how these factors and how the Holland code can help to ensure a career fit.

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BRIEF REFERENCES

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Personal Notes

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