

Description of People in Realistic Occupations

People in **Realistic** Occupations like activities, jobs, and co-workers who represent such interest areas as nature and the outdoors; mechanical, construction, and repair activities; and military activities. They are *interested in action rather than thought*, and prefer concrete problems to ambiguous, abstract problems.

Typical Work Activities

- Doing jobs that produce tangible results
- Operating or designing heavy equipment or huge machines
- Using tools that require fine motor coordination and manual dexterity (e.g., dentist's drill, surgeon's scalpel, jeweler's tweezer)
- Fixing, building, and repairing

Potential Competencies

- Mechanical abilities and ingenuity
- Psychomotor skills
- Mathematical aptitude
- Physical strength

Self-Concept and Values

- Emotionally stable and reliable
- Practical, thrifty, and persistent
- Shy, modest
- Likely to avoid being the center of attention
- Uncomfortable talking about themselves
- Inclined to take physical risks
- Likely to maintain traditional values
- Slow to accept radical new ideas

Preferred Environments

- The outdoors and small, rural communities
- Situations calling for minimal interaction with others
- Situations permitting casual dress
- Organizations structured with clearly drawn lines of authority (e.g., the armed forces, enforcement agencies, protection occupations)
- Manufacturing or industrial firms with tangible products
- Construction industry
- Mining and energy industries
- Transportation field (e.g., air, trucking, local transit)
- Engineering and technical firms

Typical Hobbies

- Repairing old things (e.g., cars, machines, appliances)
- Building and rebuilding
- Reading magazines and books about outdoor sports, cars, airplanes, and boats
- Hunting, fishing, camping, and rock climbing
- Operating powerful recreational vehicles (e.g., speedboats, motorcycles, snowmobiles)
- Physically dangerous activities (e.g., skydiving, mountain climbing, auto racing)

Adapted from workshop material prepared by Jo-ida C. Hansen Ph. D.

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Typical Realistic Occupations

Agricultural Engineer
Agricultural Industries
Agronomist
Air Force Officer
Air Traffic Controller
Aircraft Mechanic
Aircraft Pilot
Animal Breeder
Animal Trainer
Apparel Designer
Appliance Repairer
Architectural Technician
Army Officer
Architect
Astronomer
Athletic Trainer
Automobile Mechanic
Baker
Boat Outfitter
Boilermaker
Bricklayer
Building Inspector
Bus Driver
Butcher
Carpenter
Construction Worker
Cook
Crop Scientist
Dog Groom
Electrical Engineer
Electrician
Emergency Medical Technician
Engineer, Technician
Equine Scientist
Farmer
Firefighter
Fisheries & Wildlife Technician
Floriculturist
Forester
Forestry Technician
Furniture Upholsterer
Groomer, Dog
Gunsmith
Heavy Equipment Operator
Horticulturist
Industrial Arts Teacher
Industrial Supervisor
Instructor Flying
Jeweler
Landscape Architect
Leather Worker
Machine Tool Operator
Mail Carrier
Manufacturing Technologist
Marine, enlisted
Mechanical Engineer
Medical Technician
Military Scientist
Mining Engineer
Natural Resources Manager
Navy Officer
Nuclear Reactor Operator
Nursery & Landscape Manager
Optician
Painter
Park Ranger
Pattern Designer
Photoengraver
Plumber
Police Officer
Police Scientist
Power Plant Operator
Press Operator
Radio logic Technologist (X-Ray)
Rancher
Range Manager
Robotics Technician
Scuba Diver
Silversmith
Soil Conservationist
Surveyor
Truck Driver
Ultrasound Technologist
Umpire
Veterinarian
Vocational Agriculture Teacher
Waiter/waitress
Water Resources Manager
Welder
Wildlife Manager

Description of People in Conventional Occupations

People in **Conventional** occupations work well in large organizations but they prefer subordinate roles to leadership positions. They especially like *activities that require attention to detail and accuracy*.

Typical Work Activities

- Typing and filing
- Operating office machines
- Organizing office procedures
- Keeping records and financial books
- Writing business reports
- Making charts and graphs

Potential Competencies

- Manual dexterity
- Mathematical aptitude
- Efficiency and organization
- Organizational skills

Self-Concept and Values

- Conscientious and persevering
- Practical
- Self-controlled and conservative
- Orderly and systematic
- Precise and accurate
- Perfectionistic
- Mindful of money and material possessions

Preferred Environments

- Large corporations
- Business offices
- Financial institutions (e.g., banks, credit companies)
- Accounting firms
- Quality control and inspection departments
- Structured organizations with well-ordered chains of command

Typical Hobbies

- Collecting (e.g., stamps, coins)
- Home-improvement projects
- Building models (e.g., airplanes, dollhouses, electric trains)
- Civic and fraternal organizations
- Games (like Monopoly®) with clear-cut rules

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Typical Conventional Occupations

Accountant
Accounting Clerk
Actuary
Administrative Assistant
Airline Attendant
Architectural Draftsperson
Banker
Bank Teller
Beautician
Business Teacher
Buyer, Purchasing Agent
Buyer, Retail Store
Certified Public Accountant
Check Processing Clerk
City or State Employee
Claims Clerk
Computer Operator
Court Reporter
Credit Manager
Customs Inspector
Data Entry Operator
Data Processor
Dental Assistant
Department Store Salesperson
Editorial Assistant
Employee Benefits Specialist
Estate Planner
Estimator
Executive Housekeeper
Family Economist
File Clerk
Film Laboratory Technician
Financial Analyst
Foreign Trade Clerk
High Speed Printer Operator
Hotel Clerk
Inventory Controller
Investments Manager
IRS Agent
Legal Secretary
Library Assistant
Linotype Operator
Loan Officer
Mail Clerk
Medical Assistant
Medical Secretary
Medical Transcriptionist
Nursing Home Administrator
Occupational Therapy Assistant
Office Manager
Orthodontic Technician
Paralegal
Physical Therapist Assistant
Post Office Clerk
Postal Inspector
Proofreader
Psychiatric Aide
Public Administrator
Quality Control Technician
Real Estate Agent
Real Estate Appraiser
Receptionist
Reservation Agent
Safety Inspector
Sales Correspondent
Secretary
Sewing Machine Operator
Statistician
Stenographer
Tax Accountant
Telephone Operator
Time Study Analyst
Traffic Manager
Transcribing Machine Operator
Travel Agent
Typist
Underwriter
Waiter/waitress
Word Processing Operator

Description of People in Artistic Occupations

People in Artistic occupations value *aesthetic qualities* and have a great need for self-expression. They frequently express their artistic interests in leisure or recreational activities as well as in vocational activities or environments.

Typical Work Activities

- Composing and writing
- Creating artwork (e.g., painting, sculpting, photography)
- Working independently
- Acting and performing
- Playing musical instruments
- Decorating and designing

Potential Competencies

- Creativity and imagination
- Verbal-language skills
- Musical ability
- Artistic aptitudes

Self-Concept and Values

- Independent and nonconforming
- Impulsive and expressive
- Impractical and disorderly
- Intuitive and complicated
- Sensitive and emotional
- Drawn to beauty and aesthetic qualities

Preferred Environments

- Unstructured and flexible organizations that allow self-expression
- Artistic studios (preferably their own)
- Theaters and concert halls
- Institutions that teach artistic skills (e.g., universities, music and dance schools, art institutes)
- Museums, libraries, and galleries

Typical Hobbies

- Drawing, sketching, and painting
- Photography
- Attending dance and musical concerts
- Going to theaters, museums, and galleries
- Reading
- Writing poetry or stories
- Collecting artwork
- Playing a musical instrument
- Dancing

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Typical Artistic Occupations

Account Executive
Actor/Actress
Advertising Executive
Advertising Copy Writer
Antique Dealer
Apparel Designer
Art Appraiser
Architect
Architectural Technologist
Artist
Art Gallery Work
Art Historian
Art Teacher
Author
Broadcaster
Cartographer
Cartoonist
Ceramic Artist
Chef
Clothes Designer
Clothing Fashion Merchandiser
Comedian
Commercial Artist
Composer
Conductor
Costumer
Creative Writer
Critic/Reviewer
Dancer
Dancing Teacher
Director-Designer Theater
Disc Jockey
Drafter
Drama Teacher
Editor
English Teacher
Entertainer
Equestrian
Fashion Illustrator
Fashion Model
Fine Artist
Floral Designer
Foreign Correspondent
Foreign Language Interpreter
Foreign Language Teacher
Graphic Designer
Historian
Home Economist
Information Specialist
Interior Decorator
Interior Designer
Jewelry & Flatware Designer
Journalist
Landscape Architect
Lawyer
Librarian
Linguist
Literature Teacher
Lyricist
Magician
Make Up Artist
Medical Illustrator
Motion Picture Narrator
Musician
Music Literature Author
Music Teacher
Novelist
Package Designer
Painter
Philosopher
Photographer
Photojournalist
Photolithographer
Playwright
Poet
Printer
Public Relations Representative
Reporter
Residential Construction Technologist
Script Writer
Sculptor
Set Designer
Sign Writer
Silversmith
Stage Director
Stained Glass Artist
Stunt Person
Symphony Director
Technical Illustrator
Technical Writer
Welder
Writer

Description of People in Social Occupations

People in Social occupations *like to work with people*. They enjoy working in groups, sharing responsibilities, and being the center of attention. They like to solve problems through discussions of feelings and interaction with others.

Typical Work Activities

- Teaching and explaining
- Enlightening and guiding
- Helping
- Selecting and training
- Informing and organizing
- Solving problems through leading discussions

Potential Competencies

- Social and interpersonal skills
- Verbal ability
- Teaching aptitude
- Listening skills

Self-Concept and Values

- Humanistic and idealistic
- Ethical and responsible
- Tactful and cooperative
- Kind and generous
- Understanding and insightful
- Friendly and cheerful
- Concerned for the welfare of others

Preferred Environments

- Social-service agencies
- Schools
- Religious organizations
- Personnel offices
- Medical-service and health-care facilities
- Mental-health clinics

Typical Hobbies

- Entertaining others
- Attending conventions
- Doing volunteer and community-service work
- Organizing group social events (e.g., hayrides, picnics, excursions, neighborhood parties)
- Artistic and Realistic activities (frequently Social people, who are engaged in Social occupations, have a vocational interests that are in these areas; as much as they enjoy working with people, in their leisure time they feel a need for the solitude of Realistic and Artistic activities to prevent burnout)

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Typical **Social** Occupations

Anthropologist	Fund Raiser
Athletic Coach	Guidance, Counselor
Athletic Director	Guide, Sightseeing
Athletic Trainer	Historian
Audiologist	Home Economics Teacher
Bartender	Home Economist
Building Superintendent	Homemaker
Caterer	Hospital Administrator
Camp Director	Hospital Attendant
Career Counselor	Host/Hostess
Child Psychologist	Hotel Manager
Claims Adjuster	Human Services Worker
Classroom Learning Specialist	Inspector, Quality Assurance
Clergy	Librarian
Clinical Psychologist	Manicurist
Counseling Psychologist	Marriage Counselor
College Professor	Medical Records Librarian
College Student Personnel Worker	Minister
Communications Specialist	Missionary
Consumers Community Service	Music Therapist
College Counselor	Nurse, Assistant
Cosmetologist	Nurse, RN
Customs Inspector	Occupational Therapist
Day Care Specialist	Paralegal Assistant
Dean of Students	Personnel Director
Dental Assistant	Physical Therapist
Dental Hygienist	Physical Therapist Assistant
Detective	Physical Education Teacher
Developmental Disabilities Worker	Podiatrists
Dietician	Political Scientist
Director, Consumer Affairs	Probation Officer
Director of Religious Education	Psychiatric Aide
Director, Social Services	Recreation Leader
Dormitory Supervisor	Recreational Therapist
Driving Instructor	Rehabilitation Counselor
Electrologist	School Psychologist
Elementary School Teacher	School Superintendent
Employment Interviewer	Social Worker
English Teacher	Social Science Teacher
Financial Aid Officer	Special Education Teacher
Flying Instructor	Speech Pathologist
Foreign Language Teacher	Teacher, Adult Education
Funeral Director	Teacher Aide

Description of People in Investigative Occupations

People in **Investigative** occupations *have a strong scientific orientation*. They enjoy gathering information, uncovering new facts or theories, and analyzing and interpreting data. They prefer to rely on themselves in their work rather than on others in a group project.

Typical Work Activities

- Performing ambiguous or abstract tasks
- Solving problems through thinking
- Working independently
- Doing scientific or laboratory work
- Conducting research analyses
- Collecting, organizing, analyzing, and interpreting data

Potential Competencies

- Scientific ability
- Analytical skills
- Mathematical aptitude
- Writing skills

Self-Concept and Values

- Independent and self-motivated
- Reserved and introspective
- Analytical and curious
- Task-oriented (wrapped up in the job)
- Confident of scholarly and intellectual abilities
- Original and creative

Preferred Environments

- Unstructured organizations that allow freedom in work styles
- Achievement-oriented institutions
- Research and design laboratories and firms
- Universities and colleges
- Medical facilities
- Computer-related industries

Typical Hobbies

- Their work (Investigative types frequently are consumed by their job, working 12- to 14-hour days as well as weekends, leaving little time for leisure, family, or social activities)
- Complex activities that require learning many facts, details, and principles (e.g., skiing, sailing, scuba diving)
- Computers (evaluating, programming, discussing)
- Reading
- Astronomy
- Chess
- Bird watching

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Typical Investigative Occupations

Actuary
Acupuncturist
Aeronautical Engineer
Agronomist
Anatomist
Animal Scientist
Anthropologist
Applied Mathematician
Astronomer
Audiologist
Biochemist
Biologist
Biology Teacher
Biomedical Engineer
Biophysicist
Botanist
Chemical Engineer
Chemist
Chemistry Teacher
Chiropractor
Civil Engineer
College Professor
Computer Programmer
Dairy Technologist
Dental Assistant
Dental Hygienist
Dentist
Detective
Dietician
Ecologist
Economist
Electrical Engineer
Electronics Technician
EKG Technologist
Endocrinologist
Environmental Engineer
Entomologist
Forest Biologist
Forester
Geneticist
Geographer
Geologist
Geophysicist
Horticulturist
Ichthyologist
Information Systems Analyst
Linguist

Market Research Analyst
Mathematician
Medical Lab Assistant
Medical Technologist
Metallurgical Engineer
Metaphysicist
Meteorologist
Microbiologist
Natural Science Teacher
Neurophysiologist
Nurse Practitioner
Nutritionist
Oceanographer
Optometrist
Osteopathic Physician
Pathologist
Pharmacist
Physical Therapist
Physician
Physician Assistant
Physicist
Physiologist
Psychiatrist
Psychologist
Registered Nurse
Research Analyst
Respiratory Therapist
Safety Engineer
Sociologist
Soil Conservationist
Speech Pathologist
Statistician
Surgeon
Systems Analyst
Taxonomist
Technical Writer
Tool Designer
Toxicologist
Veterinarian
Wildlife Biologist
Zoologist

Description of People in **Enterprising** Occupations

People in **Enterprising** occupations enjoy *activities that involve sales and persuasion*, and they seek positions of leadership, power, and status. They enjoy working with other people toward organizational goals and economic success. They like to take financial and interpersonal risks and to participate in competitive activities.

Typical Work Activities

- Selling and purchasing
- Political maneuvering
- Entertaining clients
- Leading committees, groups, organizations, and companies
- Giving speeches, talks, and presentations
- Managing people and projects

Potential Competencies

- Verbal skills suited to public speaking, persuading, and selling
- Social and interpersonal skills
- Leadership skills

Self-Concept and Values

- Status-conscious
- Ambitious and competitive
- Social and talkative
- Witty and argumentative
- Domineering and aggressive
- Adventurous and risk-taking
- Optimistic, energetic, and popular
- Attracted to money, power, and material possessions

Preferred Environments

- Industrial and manufacturing firms
- Government and political organizations
- Seats of power and finance (e.g., large corporations, executive offices, brokerage firms)
- Retail and wholesale firms (e.g., car dealerships, department stores, real-estate firms)
- Fund-raising organizations
- Small, independently owned businesses

Typical Hobbies

- Belonging to clubs and organizations
- Sporting events, as participant or spectator
- Entertaining and partying
- Political activities
- Attending conventions
- Vacationing at expensive resorts

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Typical Enterprising Occupations

Administrative Assistant	Hostess/host
Advertising Executive	Human Resources Director
Agribusiness Manager	Import-Export Agent
Arbitrator	Industrial Consultant
Attorney	Industrial Engineer
Auctioneer	Industrial Supervisor
Automobile Salesperson	Insurance Supervisor
Banker	Insurance Underwriter
Bank President	Insurance Investigator
Beautician	Investment Fund Manager
Booking Agent	Judge
Broadcaster	Labor Arbitrator
Business Executive	Law Enforcement Agent
Business Manager	Life Insurance Sales Agent
Buyer	Lobbyist
Chamber of Commerce Executive	Manufacturing Representative
Chiropractor	Marketing Executive
City Manager	Nursing Home Administrator
College Administrator	Office Manager
Communication Specialist	Personnel Director
Computer Sales Contractor	Pharmacist
Credit Manager	Politician
Criminal Investigator	Production Manager
Customer Service Manager	Property Rental Manager
Department Store Manager	Public Administrator
Dietician	Purchasing Agent
Director, Placement	Radio/TV Announcer
Elected Public Official	Realtor
Fashion Merchandising Coordinator	Recreation Director
Fast Food Manager	Restaurant/Hotel Manager
Flight Attendant	Retail Merchant
Florist	Sales Manager
Funeral Manager	Sales Representative
Furniture Buyer	Sports Promoter
Golf Club Manager	Stock Broker
Grocer	Systems Analyst
Historian	Tax Attorney
Home Economics Teacher	Traffic Manager
	Travel Agent
	Urban Planner