

PERSONALITY MOSAIC

DIRECTIONS: Follow the directions on the spreadsheet.

1. It's important for me to have a strong, agile body.
2. I need to understand things thoroughly.
3. Music, color, beauty of any kind can really affect my moods.
4. People enrich my life and give it meaning.
5. I have confidence in myself that I can make things happen.
6. I appreciate clear directions, so I know exactly what to do.
7. I can usually carry/build/fix things myself.
8. I can get absorbed for hours in thinking something out.
9. I appreciate beautiful surroundings; color and design mean a lot to me.
10. I love company.
11. I enjoy competing.
12. I need to get my surroundings in order before I start a project.
13. I enjoy making things with my hands.
14. It's satisfying to explore new ideas.
15. I always seem to be looking for new ways to express my creativity.
16. I value being able to share personal concerns with people.
17. Being a key person in a group is very satisfying to me.
18. I take pride in being very careful about all the details of my work.
19. I don't mind getting my hands dirty.
20. I see education as a lifelong process of developing and sharpening my mind.
21. I love to dress in unusual ways, to try new colors and styles.
22. I can often sense when a person needs to talk to someone.
23. I enjoy getting people organized and on the move.
24. A good routine helps me get the job done.
25. I like to buy sensible things that I can make or work on myself.
26. Sometimes I can sit for long periods of time and work on puzzles or read or just think about life.
27. I have a great imagination.
28. It makes me feel good to take care of people.

29. I like to have people rely on me to get the job done.
30. I'm satisfied knowing that I've done an assignment carefully and completely.
31. I'd rather be on my own doing practical, hands-on activities.
32. I'm eager to read about any subject that arouses my curiosity.
33. I love to try creative new ideas.
34. If I have a problem with someone, I prefer to talk it out and resolve it.
35. To be successful, it's important to aim high.
36. I prefer being in a position where I don't have to take responsibility for decisions.
37. I don't enjoy spending a lot of time discussing things. What's right is right.
38. I need to analyze a problem pretty thoroughly before I act on it.
39. I like to rearrange my surroundings to make them unique and different.
40. When I feel down, I find a friend to talk to.
41. After I suggest a plan, I prefer to let others take care of the details.
42. I'm usually content where I am.
43. It's invigorating to do things outdoors.
44. I keep asking "why."
45. I like my work to be an expression of my moods and feelings.
46. I like to find ways to help people care more for each other.
47. It's exciting to take part in important decisions.
48. I'm always glad to have someone else take charge.
49. I like my surroundings to be plain and practical.
50. I need to stay with a problem until I figure out an answer.
51. The beauty of nature touches something deep inside me.
52. Close relationships are important to me.
53. Promotion and advancement are important to me.
54. Efficiency, for me, means doing a set amount carefully each day.
55. A strong system of law and order is important to prevent chaos.
56. Thought-provoking books always broaden my perspective.
57. I look forward to seeing art shows, plays, and good films.
58. I haven't seen you for so long; I'd love to know how you're doing.
59. It's exciting to influence people.
60. Good, hard physical work never hurt anyone.

61. When I say I'll do it, I follow through on every detail.
62. I'd like to learn all there is to know about subjects that interest me.
63. I don't want to be like everyone else; I like to do things differently.
64. Tell me how I can help you.
65. I'm willing to take some risks to get ahead.
66. I like exact directions and clear rules when I start something new.
67. The first thing I look for in a car is a well-built engine.
68. Those people are intellectually stimulating.
69. When I'm creating, I tend to let everything else go.
70. I feel concerned that so many people in our society need help.
71. It's fun to get ideas across to people.
72. I hate it when they keep changing the system just when I get it down.
73. I usually know how to take care of things in an emergency.
74. Just reading about those new discoveries is exciting.
75. I like to create happenings.
76. I often go out of my way to pay attention to people who seem lonely and friendless.
77. I love to bargain.
78. I don't like to do things unless I'm sure they're approved.
79. Sports are important in building strong bodies.
80. I've always been curious about the way nature works.
81. It's fun to be in a mood to try to do something unusual.
82. I believe that people are basically good.
83. If I don't make it the first time, I usually bounce back with energy and enthusiasm.
84. I appreciate knowing exactly what people expect of me.
85. I like to take things apart to see if I can fix them.
86. Don't get excited. We can think it out and plan the right move logically.
87. It would be hard to imagine my life without beauty around me.
88. People often seem to tell me their problems.
89. I can usually connect with people who get me in touch with a network of resources.
90. I don't need much to be happy.

Holland's Theory of Career Choice and You

Strengthen your career well-being with a career or major that fits your personality.

Choosing a career or education program that fits your Holland personality is a vital step toward career well-being and success—job satisfaction, good grades, and graduating on time. You want to say, "Yes!" to the question, "Do you like what you do each day?" Your career well-being depends on it.

The Holland theory is the best known and most widely researched theory on this topic. It is widely used by professionals.

Understanding the theory and using an accurate Holland assessment like Career Key Discovery will help you identify careers and education programs that fit who you are and put you on a path to career well-being.

Summary of Holland's theory:

1. In our culture, most people are one of six personality types: Realistic, Investigative, Artistic, Social, Enterprising, and Conventional. Some refer to these as Holland Codes or RIASEC.
2. People of the same personality type working together create a work environment that fits their type. For example, when Artistic persons are together on a job, they create a work environment that rewards creative thinking and behavior -- an Artistic environment.
3. There are six basic types of work environments: Realistic, Investigative, Artistic, Social, Enterprising, Conventional. "Work" includes doing things to achieve a purpose, like paid and unpaid jobs, volunteering, sports, or hobbies.
4. People search for environments where they can use their skills and abilities and express their values and attitudes. For example, Investigative types search for Investigative environments; Artistic types look for Artistic environments, and so forth.
5. People who choose to work in an environment similar to their personality type are more likely to be successful and satisfied. For example, Artistic people are more likely to be successful and satisfied if they choose a job that has an Artistic environment, like choosing to be a dance teacher in a dancing school -- an environment "dominated" by Artistic type people where creative abilities and expression are highly valued.



- How you act and feel at work depends to a large extent on your workplace (or school) environment. If you are working with people who have a personality type like yours, you will be able to do many of the things they can do, and you will feel most comfortable with them.

Next step: Match your personality to compatible environments

Choosing work or an education program that matches, or is similar to your personality, will most likely lead to success and satisfaction. This good match is called "congruent" (meaning compatible, in agreement or harmony).

So for example, imagine you score highest for the Realistic type on the Career Key Discovery assessment. On the table below, you see that your most compatible work environment is Realistic, a congruent match. It's best if you choose a Realistic job, or you might also choose Investigative or Conventional jobs.

Compatible Work Environments

Your Personality Type

- Realistic
- Investigative
- Artistic
- Social
- Enterprising
- Conventional

Most Compatible

- [Realistic](#)
- [Investigative](#)
- [Artistic](#)
- [Social](#)
- [Enterprising](#)
- [Conventional](#)

Other Compatible

- [Conventional & Investigative](#)
- [Artistic & Realistic](#)
- [Investigative & Social](#)
- [Artistic & Enterprising](#)
- [Conventional & Social](#)
- [Enterprising & Realistic](#)

Most people, in reality, are a combination of types—like Realistic-Investigative, or Artistic-Social. Therefore, you will probably want to consider occupations in more than one category.

In summary, you are most likely to choose a satisfying work if you choose to do something that fits your personality type.

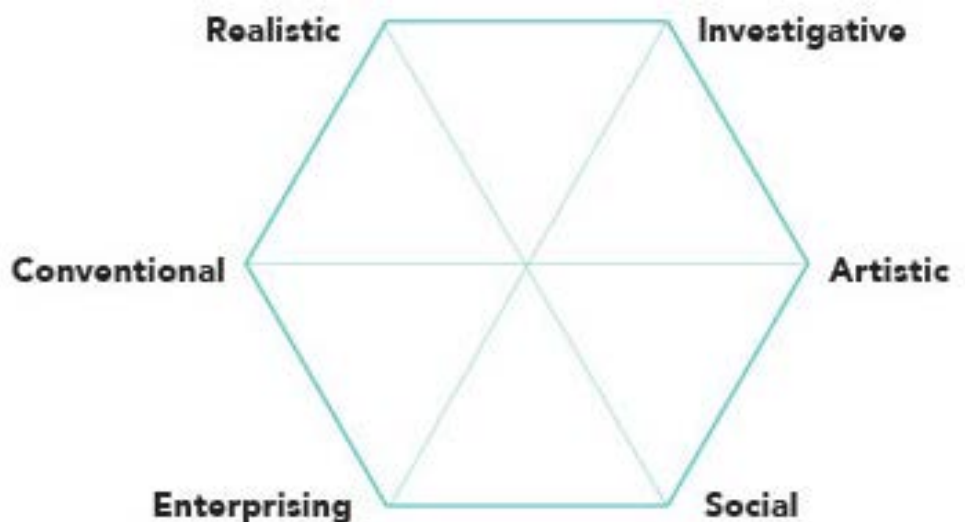
If your two strongest personality types are "inconsistent"—Realistic and Social, Investigative and Enterprising, or Artistic and Conventional—be sure to read the next section, below, and this article.

Holland's Hexagon

John Holland created a hexagonal model that shows the relationship between the personality types and environments.

Notice that the personality types closest to each other are more alike than those farther away. You can see this most clearly when you compare the personalities opposite each other, on the hexagon. For example, read the description of the types for Realistic and

Social. You will see that they are virtually the opposite of each other. On the other hand, Social and Artistic are not that far apart.



The same holds true for the work environments. Read their descriptions and you will see.

See how the hexagon reflects introversion and extroversion; personality-environment match applies to those dimensions also.

Inconsistent Personality Patterns

If your two strongest personality types are Realistic and Social, Investigative and Enterprising, or Artistic and Conventional, read about inconsistent personality patterns and how they can work to your advantage.

Two requirements for using Holland's theory

To benefit from Holland's theory, you must use a:

1. Valid (accurate) measure of Holland's personality types, supported by published research, and
2. List of careers and majors that are accurately assigned to the correct personality types.

<https://www.careerkey.org/choose-a-career/hollands-theory-of-career-choice.html#.XIQ3UvZFzid>

Realistic Personality Realistic individuals are capable and confident when using their bodies to relate to the physical world. They focus on things, learn through their hands, and have little need for conversation. Because of their facility with physical objects, they are often good in emergencies. Their ability to deal with the physical world often makes them very independent. Since these characteristics describe the stereotypical male, many women shrink from displaying any capability in this area, and often women are discouraged from doing so. Realistic people sometimes get so absorbed in putting things right that they can forget about everything else.

Investigative Personality The investigative type deals with the “real world” of things, but at a distance. These individuals prefer to read, study, and use books, charts, and other data instead of getting their hands into things. When involved with people, they tend to focus on ideas. Wherever they are, they will collect information and analyze the situation before making a decision. If they enjoy the outdoors, it's because they are curious, not because they enjoy rugged, heavy, physical work. Their curiosity sometimes leads them to explore their ideas to the exclusion of all else.

Artistic Personality The artistic type is creative, but not necessarily with paint and canvas. These individuals express creativity not only with material objects, but with data and systems as well. The weaver designs and makes fabric; the poet creates with words; the choreographer arranges dancers in flowing patterns. The industrialist creates new systems for the flow of goods; the program planner creates better delivery of services in a variety of settings. Creative people see possibilities beyond the usual. They would rather create ideas than study them. They like variety and are not afraid to experiment, often disregarding rules. Their ideas don't always please others, but opposition doesn't discourage them for long. Artistic types focus on whatever strikes their creative fancies. Sensitivity to sight, sound, and touch will draw some of them to the fine arts, such as drama, music, and literature. Others will be content just to enjoy aesthetic experiences, while still others will create new ways of doing things -- new systems. If they like the outdoors, it is from an aesthetic standpoint They love its beauty and its power to inspire their creativity -- but not its ability to make them perspire with heavy work. Their irrepressible spirits and enthusiasm can often keep them focused on a creative project to the exclusion of all else. Not producing up to standard (their own) can plunge them to the depths.

Social Personality The social personality focuses on people and their concerns. Sensitive to people's moods and feelings, these individuals enjoy company and make friends easily. Their level of caring may range from one person to the entire human race. Their relationships with people depend on their ability to communicate both verbally and non-verbally, listening as well as speaking. Their empathy and ability to intuit emotional cues help them to solve people problems before others are even aware of them. They can pull people together and generate positive energy for a good cause. Since the social orientation seems to describe the “typical female,” many men shrink from expressing or dealing with deep feelings. The social personality types sometimes focus on people concerns to the exclusion of all else. They sometimes appear “impractical,” especially to the realistic types.

Conventional Personality The conventional person also is task oriented, but prefers to carry out tasks initiated by others. Since they are careful of detail, these individuals keep the world's records and transmit its messages. They obey rules and they value order in the data world. Their sense of responsibility keeps the world going as they focus on the task at hand to the exclusion of all else.

Enterprising Personality The enterprising person is a leader who initiates projects but often gets others to carry them out. Instead of doing research, they rely on intuition about what will work. They may strike an observer as restless and irresponsible since they often drop these projects after the job is underway. But many activities would never get off the ground without their energizing influence. They have a need to be part of the "in crowd". But since their relationships center around tasks, they may focus so dynamically on the project that people's concerns go unnoticed.