WHAT ARE YOUR CAREER INTERESTS?

MATCHING WHO YOU ARE TO WHAT YOU DO
No single exercise, assessment, or person can tell you what to pursue. Majors and careers listed on these pages are starting points for your exploration. There can be many paths to the same career goal and a variety of careers possible with a single major.

Sample majors and careers listed on these pages were chosen primarily based on the first letter of the assigned Holland Code. Some careers may not require a bachelor’s degree, and some may require education beyond the bachelor’s degree.
WARM UP...
Shade in two areas that sound MOST like things you would like to do for work.

THE WORLD OF WORK MAP
This map organizes professional fields based on common work tasks and helps explain relationships between the professions.
## DISCOVER YOUR CODE

### Instructions
1. Check all boxes that describe you best
2. Add the number of checked boxes in each column and write totals on the lines below.
3. Circle the letters at the top of the columns with the three highest totals.

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### THEME DESCRIPTIONS

#### Social (S)
Are you Social (a Helper)?
Motivated by empowering and/or assisting others. Have strong interpersonal and communication skills; tend to be empathetic, patient, and understanding. Like to be around people, prefer to work collaboratively to solve problems. Enjoy building relationships, helping others and contributing to the good of society. Leisure activities might include community service or volunteering.

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#### Investigative (I)
Are you Investigative (a Thinker)?
Motivated by curiosity and knowledge. Skilled in researching, observing, critical thinking; enjoy conducting scientific research and solving abstract problems. Often like to work independently. May have strong math, science, and analytical abilities. Prefer to study and understand situations and expand their knowledge. Like to investigate, analyze, develop ideas, evaluate, or solve problems.

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#### Artistic (A)
Are you Artistic (a Creator)?
Motivated by self-expression. Tend to be creative, unstructured, and imaginative; may possess musical, artistic, and literary skills. Typically enjoy innovative, flexible, and open experiences over organized routines, and structured activities. Prefer to let their emotions guide them. Improvisation, design, visual or performing arts, and writing skills might be evident in work or leisure settings.

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#### Enterprising (E)
Are you Enterprising (a Persuader)?
Motivated by convincing others to help achieve economic gain and complete goals. Generally enjoy interacting with people in a manner that involves leadership, persuasion, and management. Tend to be comfortable with their decision-making skills; may be ambitious, competitive, and self-confident. Enjoy influencing others and value economic success and status. Can be assertive and competitive; skilled in leading, goal-setting, public speaking, and selling.

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#### Realistic (R)
Are you Realistic (a Doer)?
Motivated by hands-on, tangible results. Skilled in making, building, or repairing things; enjoy being outdoors, interested in action more than thought. Often prefer using mechanical, athletic, and manual skills to using interpersonal skills and interacting with groups. View themselves as practical and efficient. Have athletic or mechanical ability; prefer to work with machines, tools, plants, or animals.

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#### Conventional (C)
Are you Conventional (an Organizer)?
Motivated by bringing order and stability to work. Prefer very structured and organized activities. Like to have a clear understanding of expectations and follow established procedures. May have strong verbal and numerical abilities. Practical, efficient, and diligent. Value accuracy and organization. Skills include managing data, creating and supervising systems, planning events.

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After learning about the six Holland types, estimate what percentage you are of each type. Make sure your percentages add up to 100%.

Realistic (R)  Investigative (I)  Artistic (A)
Social (S)  Enterprising (E)  Conventional (C)

Using this information, create a pie chart below that represents you.

Examples

Now that you have completed the assessment, write the first letter of the three themes that describe you best.

This is your "Holland Code."

How do you know this about yourself?
Write down three reasons why you know these themes describe you best.
(This can include your skills, volunteer experiences, interests, etc.)

1. ________________________________
2. ________________________________
3. ________________________________

What are some things you love to do or learn about that support these themes? (List classes, activities, accomplishments, etc.)

1. ________________________________
2. ________________________________
3. ________________________________

Now that we have explored your Holland Code, turn to the next page to look at majors and careers that may be a good fit for you.
REALISTIC (DOER)

Interests          Personality          Skills
Hands-on tasks      Practical          Physical coordination
Tangible results    Calculated         Fixing things
Physical challenges Reserved          Mechanical/electrical

Example Majors
- IRC - Applied Computer Science
- IRC - Clinical Lab Science
- RIA - Music Technology
- RIE - Healthcare Engineering Technology Management
- RIE - Mechanical Engineering
- RIS - Nuclear Medicine Technology
- RSI - Radiography
- IRC - Forensic and Investigative Science
- RIC - Computer Engineering Technology
- RIE - Environmental Science

Example Careers
- RA - Museum Technician and Conservator
- RCI - Surveyor
- RI - Manufacturing Production Technician
- RIC - Biological Technician
- RIC - Electrician
- RIC - Medical Equipment Repairer
- RIC - Security Management Specialist
- RIE - Robotics Technician
- RIE - Wind Energy Engineer
- RSI - Oral and Maxillofacial Surgeon*

Check the boxes next to any majors/careers that interest you.

INVESTIGATIVE (THinker)

Interests          Personality          Skills
Researching         Curious            Evaluating information
Solving problems    Rational           Drawing conclusions
Intellectual challenges  Introspective Using research instruments

Example Majors
- IES - Criminal Justice
- IRC - Biology
- IRC - Clinical Laboratory Science
- IRC - Computer and Information Science
- IRE - Energy Engineering
- IRS - Anthropology
- IRS - Neuroscience
- ISC - Epidemiology
- SCI - Health Sciences
- SIA - Psychology

Example Careers
- IC - Biostatistician
- ICR - Logistics Engineer
- ICR - Software Developer
- IE - Climate Change Analyst
- IEC - Water Resource Specialist
- IR - Energy Engineer
- IRA - Molecular and Cellular Biologist*
- IR - Artificial Intelligence Specialist
- IRS - Surgeon*
- ISR - Dentist*

Check the boxes next to any majors/careers that interest you.

Questions

Remember: We have over 130 majors at IUPUI. These are just a few examples.
## ARTISTIC (CREATOR)

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<th>Interests</th>
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<tr>
<td>Creative challenges</td>
<td>Imaginative</td>
<td>Generating new ideas</td>
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<tr>
<td>Arts and culture</td>
<td>Original</td>
<td>Designing</td>
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<tr>
<td>Self-expression</td>
<td>Creative</td>
<td>Languages and music</td>
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### Example Majors
- AER - Ceramics
- AER - Fine Arts
- AES - Art Education
- AES - Interior Design Technology
- AES - Journalism and Public Relations
- AES - Visual Communication Design
- AIR - Computer Graphics Technology
- AIS - Philosophy
- ASE - English
- ASE - World Languages

### Example Careers
- AE - Art Director
- AE - Video Game Designer
- AEC - Photojournalist
- AEI - Film & Video Editor
- AER - Commercial/Industrial Designer
- AES - Radio/TV Announcer
- AI - Writer
- AIC - Technical Writer
- ARE - Graphic Designer
- IA - Anthropologist

Check the boxes next to any majors/careers that interest you.

### Questions

## SOCIAL (HELPER)

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<th>Interests</th>
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<tr>
<td>Getting involved</td>
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<td>Active listening</td>
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<td>Social issues</td>
<td>Empathetic</td>
<td>Mentoring</td>
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<td>Helping others</td>
<td>Team player</td>
<td>Teaching</td>
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### Example Majors
- SAE - Religious Studies
- SCE - Human Resource Management
- SEA - Community Health
- SEA - Elementary Education
- SEA - Community Health Worker
- SEC - Philanthropic Studies
- SEC - Social Work
- SEI - Africana Studies
- SIR - Exercise Science
- SIR - Nursing
- SIR - Paramedic Science

### Example Careers
- SAC - Training Specialist
- SAE - Career Counselor*
- SE - Social Worker
- SEC - Probation Officer
- SIA - Mental Health Counselor/Psychologist*
- SIE - Community Health Worker
- SIE - Dietitian*
- SIR - Physician Assistant*
- SRA - Park Naturalist
- SRC - Dental Hygienist

*Career requires additional degree

Check the boxes next to any majors/careers that interest you.

### Questions

Remember: We have over 130 majors at IUPUI. These are just a few examples.
## ENTERPRISING (PERSUADER)

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<td>Managing people/objects</td>
<td>Competitive</td>
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<td>Leadership</td>
<td>Persuasive</td>
<td>Making decisions</td>
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### Example Majors

- ERS - Management (BUS)
- ERS - Organizational Leadership & Supervision
- ESC - Finance
- ESC - Health Services Management
- ESC - Tourism, Conventions, & Event Management
- ESI - Management (SPEA)
- ESI - Political Science
- ESR - Sports Management
- IES - Economics
- SEA - Communication Studies

### Example Careers

- EC - Financial Manager
- EC - IT Project Manager
- EC - Real Estate Agent
- EC - Supply Chain Manager
- ECA - Fundraiser
- ECR - E-Commerce Merchant
- ECS - Meeting/Event Planner
- EI - Lawyer*
- EIA - Sustainability Specialist
- EIS - Environmental Project Manager

*Career requires additional degree

### Questions

- Organizing
- Planning
- Concrete tasks
- Accurate
- Systematic
- Efficient
- Leadership
- Ambitious
- Competitive
- Persuasive

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### Example Careers

- EC - Distance Learning Coordinator

*Career requires additional degree

Remember: We have over 130 majors at IUPUI. These are just a few examples.
**LIST AT LEAST FIVE MAJORS YOU WANT TO EXPLORE.**

1. 
2. 
3. 
4. 
5. 

**LIST AT LEAST FIVE CAREERS YOU WANT TO EXPLORE.**

1. 
2. 
3. 
4. 
5. 

**EXPLORING VALUES**

Values can be some of the most important factors influencing our decision about a major or career. Values represent your beliefs about what is most important in your work and what makes it meaningful.

**Causes**

Is it important to you that a company aligns with a particular cause or issue you support? If so, what are those causes?

This or That:
Circle one in each pair.

<table>
<thead>
<tr>
<th>Associate/Bachelor’s Degree</th>
<th>vs.</th>
<th>Advanced Degree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Specific Tasks</td>
<td>vs.</td>
<td>Big Projects</td>
</tr>
<tr>
<td>Working Alone</td>
<td>vs.</td>
<td>Working on a Team</td>
</tr>
<tr>
<td>Flexible Schedule</td>
<td>vs.</td>
<td>Set Schedule</td>
</tr>
<tr>
<td>Stability</td>
<td>vs.</td>
<td>Risk-taking</td>
</tr>
</tbody>
</table>
WHAT NOW?

Now that we have explored you, your Holland code, and potential majors and careers, let’s think about your next steps.

In 2 minutes, write down any eight ideas that would move you one step forward in your career development (hint: look at the next page to see a few resources you might want to use!).

1. 
2. 
3. 
4. 
5. 
6. 
7. 
8. 

These are all great ideas! Circle ONE step you can take that makes the most sense for you right now.

• How will completing this next step assist you in learning more about your major or career choice?

• When will you complete this next step (be specific in your date and time)?

• What resources will you need to complete this step?

• What challenges or obstacles might arise that could get in the way of completing your next step?

• What are things you could do to overcome these challenges?

• On a scale of 1-10, how likely are you to complete this next step?

1 2 3 4 5 6 7 8 9 10

• Who will you ask to help keep you accountable?

RESOURCES

Word of Wisdom:

There can be many paths to the same career goal and a variety of careers possible with a single major. As you begin researching your short list of majors and careers, use your unique combination of values, interests, personality, skills, and experiences as “filters” to evaluate which options would be a good fit for you.

acd.iupui.edu/explore

• Connect IUPUI majors to a variety of careers with our major/career connection sheets.
• Use O’Net and Occupational Outlook Handbook for in-depth career information.
• View career videos on Candid Career.
• Consider taking a Career Connections course.

acd.iupui.edu/majors

• Review degree requirements and coursework for IUPUI majors.
• Think about whether your skills and interests will keep you motivated to achieve the grades you need for the program you want.

acd.iupui.edu/explore/explore-careers

• Once you have identified your best fit(s), it’s time to plan your next steps and be actively engaged in trying things out.
• On this site, you will find links and menus to explore ways to get connected to experiential opportunities, including:
  ▪ part-time work
  ▪ service learning
  ▪ undergraduate research
  ▪ internships
  ▪ student organization involvement
  ▪ informational interviews
  ▪ job shadowing

Connect with Us

Academic and Career Development
(317) 274-4856
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