

Holland Interest Codes

The group of Holland Interest Codes is a system of classifying jobs into interest categories. Looking at these codes can help you figure out the main interests, skills, and personality traits generally of workers in a particular occupation. The six Holland Interest Codes are **Realistic**, **Investigative**, **Artistic**, **Social**, **Enterprising**, and **Conventional** (collectively known as *RIASEC*). Every occupation has a multi-letter code because each occupation generally requires more than one area of skill or interest.

Each letter in the occupation's Holland code represents a particular interest, skill, or personality trait related to that occupation.

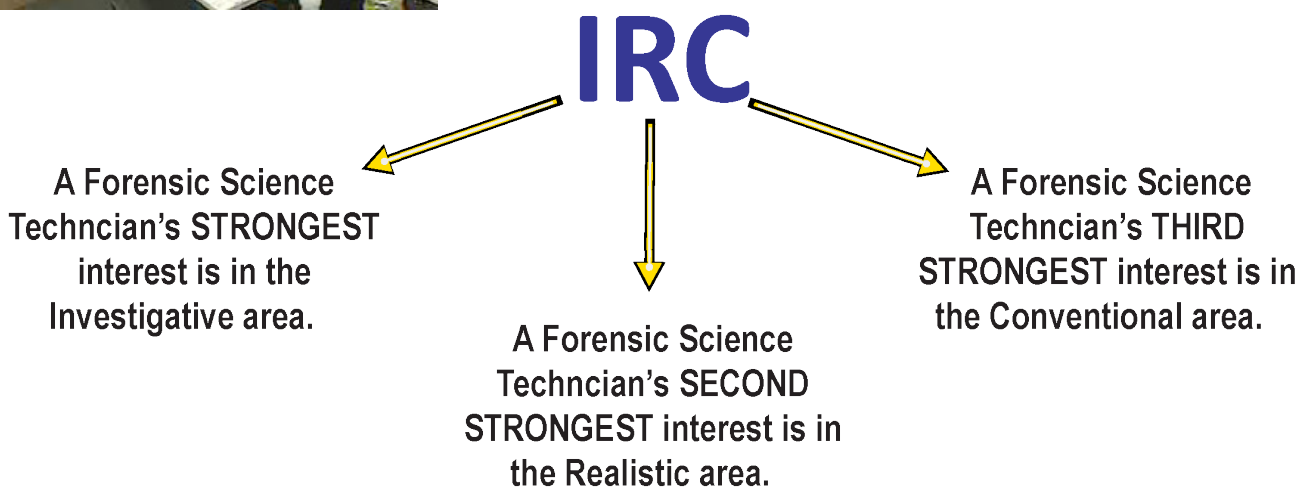
Visit these sites to read detailed explanations of the RIASEC codes, then take a look at the example occupations and codes below:

[O*NET Interests \(link\)](#)

[Holland's Six Personality Types \(link\)](#)



Example of a RIASEC Code Forensic Science Technician: IRC



The first letter in the three-code designation is the strongest area, the second letter is the second strongest area, and the third letter is the third strongest.

Although every occupation has a multi-letter code, the first letter will always be the most important code. Look at the two examples below:

Landscape Architect: AIR



The code for landscape architect is **AIR**—Artistic, Investigative, and Realistic. Artistic (A) is the first and most important code for graphic designers because to do their jobs, they must have creative skills and interests, especially the ability to transform ideas and plans into beautifully designed layouts. Investigative (I) interests and skills are the second most important for landscape architects, and Realistic (R), the third most important.

The code AIR also means that the interests and skills for this code match those of most workers who are currently employed in the architecture and design field in the United States.



Read the Occupational Outlook Handbook's description at [landscape architects-OOH \(link\)](#).
Read the O*NET's summary report at [landscape architects-O*NET \(link\)](#).



Elementary School Teacher: SAE

The code for elementary school teacher is **SAE**—Social, Artistic, and Enterprising. Social (S) is the first code and most important code for elementary school teachers because to do their jobs, they need excellent communication skills and a strong interest in working with and helping children. Artistic (A) skills and interests are the second most important, and Enterprising (E), the third most important.

The code SAE also means that the interests and skills for this code match those of most school teachers in the United States.



Read the Occupational Outlook Handbook's description at [elementary school teachers-OOH \(link\)](#).
Read the O*NET's summary report on [elementary school teachers-O*NET \(link\)](#).