





*John Holland, professor emeritus at Johns Hopkins University, developed a well-known theory that all people could be separated into six different personality types. While an individual rarely fits into a single type, his or her personality is dominated by two or three of the different types.*

*The graphic represents the different personality types and how they are related to one another. Similar types are located closer to each other. This also explains why friends share similar traits. Birds of a feather, flock together.*

*By understanding the different types and creating your own Career Interest Profile, you can find a career, possibly a career in the offshore energy industry, that is right for you!*

## Holland Personality Types

### REALISTIC

The focus here is “hands-on” work, physical skills and strength, and a practical, concrete “bottom-line” approach to work life. Realistic people see themselves as practical, mechanically inclined, and realistic.

WELDER, ELECTRICIAN, ABLE BODIED SEAMAN

### INVESTIGATIVE

The emphasis is acquiring knowledge for the sake of knowledge, with a particular focus on science, math, and technology. Investigative types see themselves as precise, scientific, and intellectual.

PETROLEUM GEOLOGIST, CHEMIST, MARINE GEOPHYSICIST,

### ARTISTIC

This involves artistic and creative self-expression, a preference for working alone, and high levels of independence, originality, and personal intensity. Artistic personalities feel they are expressive, original, and independent.

DRILL BIT DESIGNER, RESERVOIR ENGINEER, NAVAL ARCHITECT

### SOCIAL

A concern with the welfare of others is the focus. These people prefer team and group work, and they enjoy expressing themselves verbally. Social people see themselves as helpful, friendly, and trustworthy.

HUMAN RESOURCES MANAGER, STEWARD, MEDIC

### ENTERPRISING

These people most enjoy selling, persuading, leading, and talking, and they are most often in sales work or other aspects of business. Enterprising personalities see themselves as energetic, ambitious, and sociable.

MAINTENANCE SUPERVISOR, LEGAL & REGULATORY CONSULTANT, INSURANCE UNDERWRITER

### CONVENTIONAL

Traditional office work is the most appropriate image, with a preference for routine, structured activity, and a clear chain of authority. Conventional types view themselves as orderly and good at following a set plan.

PURCHASING AGENT, BUSINESS ANALYST, ROV TECHNICIAN