

Realistic

- Enjoy working with tools, machines, and equipment, including computers and computer networks.
- Interested in action rather than thought and prefer concrete problems to ambiguous, abstract problems.
- Tend to take risks more easily than others.

Typical Work Activities

- Doing jobs that produce tangible results
- Operating or designing heavy equipment or huge precision machines (e.g., drill press, x-ray machines)
- Using tools that require fine motor coordination
- Assembling, repairing, or networking computers and electronics; fixing, building, and repairing

Potential Competencies

- Mechanical abilities and ingenuity
- Problem solving with tools and machines
- Psychomotor skills; physical strength
- Poise with outdoor and adventurous activities

Self-Concept and Values

- Emotionally stable and reliable; shy and modest
- Practical, thrifty, and persistent
- 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

Environments

- Manufacturing or industrial firms
- Construction industry, engineering and technical firms
- Mining and energy industries
- Transportation fields (e.g., air, trucking, local transit)
- The outdoors; small, rural communities
- Prefer minimal interaction with others & casual dress
- Organizations structured with clearly drawn lines of authority (e.g., armed forces, enforcement agencies)

Typical Hobbies

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

Investigative

- Enjoy gathering information, uncovering new facts or theories, and analyzing and interpreting data.
- Most comfortable in academic or research environments and pursue advanced degrees.
- Dislike selling and repetitive activities.

Typical Work Activities

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

Potential Competencies

- Scientific ability
- Analytical skills
- Mathematical skills
- Writing skills
- Perseverance in solving difficult, abstract problems

Self-Concept and Values

- Independent, self-motivated
- Reserved, introspective
- Analytical, curious
- Task oriented (becoming absorbed in the job)
- Confident of scholarly and intellectual abilities
- Original, creative
- Nonconformist values and attitudes

Environments

- Unstructured organizations that allow freedom in work styles
- Research and design laboratories and firms
- Universities and colleges
- Medical facilities
- Computer-related industries
- Scientific foundations and think tanks

Typical Hobbies

- Work (may be consumed by a job, working 12-14 hour days as well as weekends, little time for leisure, family or social activities)
- Complex activities that require learning many facts, details, and principles (e.g., skiing, scuba diving)
- Computers (evaluating, programming, discussing)
- Reading, astronomy, chess, bird watching

Artistic

- Enjoy being a spectator or observer rather than a participant.
- Express artistic interests in leisure or recreational activities as well as in career activities and environments.
- Comfortable in academic or intellectual environments given verbal-linguistic talents.

Typical Work Activities

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

Potential Competencies

- Creativity, imagination
- Verbal-linguistic skills
- Musical ability
- Artistic ability
- Dramatics

Self-Concept and Values

- Independent, nonconforming
- Impulsive, expressive
- Romantic, free-spirited
- Intuitive, complicated
- Sensitive, emotional
- Drawn to beauty and aesthetic qualities

Environments

- Unstructured, 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
- Advertising, public relations, and interior-design firms

Typical Hobbies

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

Social

- Like to work with people; enjoy working in groups, sharing responsibilities, and being the center of attention.
- Like to solve problems through discussions of feelings and interactions with others.
- May also enjoy working with people through leading, directing, and persuading.

Typical Work Activities

- Teaching, explaining
- Enlightening, guiding
- Helping, facilitating
- Hiring and training
- Informing, organizing
- Solving problems, leading discussions

Potential Competencies

- Social and interpersonal skills
- Verbal ability
- Teaching skills
- Listening skills
- Ability to empathize with and understand others

Self-Concept and Values

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

Environments

- Social service agencies
- Schools
- Religious organizations
- Human resources departments
- Medical service and healthcare facilities
- Mental health clinics

Typical Hobbies

- Entertaining others
- Attending conventions
- Doing volunteer and community service work
- Organizing social events (e.g., picnics, excursions, neighborhood parties)

Enterprising

- Seek positions of leadership, power, and status.
- Enjoy working with people and leading them toward organizational goals and economic success.
- Like to take financial and interpersonal risks and participate in competitive activities.

Typical Work Activities

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

Potential Competencies

- Verbal skills suited to public speaking, persuading, selling
- Social and interpersonal skills
- Leadership skills
- Personal resiliency, high energy, optimism
- Ability to focus on organizational goals, including profit

Self Concept and Values

- Status conscious
- Ambitious, competitive
- Sociable, talkative
- Witty, assertive
- Adventurousome, risk taking
- Optimistic, energetic, popular
- Attracted to money, power and material possessions

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., auto dealerships, department stores, real estate firms)
- Fund-raising organizations
- Independently owned businesses

Typical Hobbies

- Belonging to clubs and organizations
- Sporting events, as participant or spectator
- Entertaining or socializing
- Political activities, attending conventions

Conventional

- Like activities that require attention to organization, data systems, detail, and accuracy.
- Enjoy mathematics and data management activities such as accounting and financial management.
- Work well in large organizations.

Typical Work Activities

- Conducting a financial analysis
- Organizing office procedures
- Keeping records and financial books
- Writing business reports
- Making charts and graphs
- Developing computer software

Potential Competencies

- Efficiency, organization
- Management of systems and data
- Mathematical skills
- Persistence and patience with details
- Operation of computers
- Conscientiousness

Self-Concept and Values

- Perseverance
- Practical
- Self-contained, conservative
- Orderly, systematic
- Precise, accurate
- Careful, controlled
- Careful about money and material possessions

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 (e.g., Monopoly®) with clear-cut rules