



Congratulations!

You're on your way to finding the right career for your well-being.

Career Profile prepared for

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Look inside

Your assessment results

Your Profile list of Careers and Education Programs

How to make the best decision for you

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Your Personality: Enterprising

Six Types: We look at 6 personality types, giving you a score in each one. [About Holland's theory](#)

Your Scores: Scores range from 0 to 33. Higher scores show stronger self-identity to that type. [About the scores](#)

● THRIVING environments

15 Enterprising Energetic And Ambitious

You see yourself as sociable and good at selling things and ideas.

Enterprising environments reward leadership, assertiveness, and ambition.

City Manager, Lawyer, Sales Manager, Hair Stylist, Treasurer

● PROMISING environments

6 Conventional Orderly And Conscientious

You see yourself as good at following plans, persistent, and working in an orderly way.

Conventional environments reward practical problem solving and careful planning.

Tax Preparer, Material Moving Clerk, Teller, Air Traffic Controller

0 Realistic Practical And Genuine

You see yourself as practical with mechanical ability.

Realistic environments reward practicality and making better things you can see or touch.

Pilot, Paramedic, Diesel Mechanic, Forester

0 Investigative Precise And Intellectual

You see yourself as curious, independent and good at understanding math and science.

Investigative environments reward seeing the world in complex and abstract ways.

Chemist, Software Developer, Economist, Civil Engineer

0 **Artistic** Expressive And Independent

You see yourself as expressive, original, and independent with artistic ability.

Artistic environments reward originality and creativity.

Fashion Designer, Writer, Musician, Architect

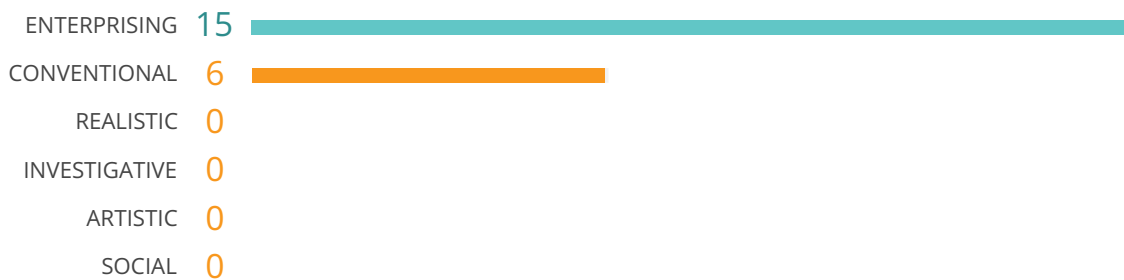
0 **Social** Helpful And Understanding

You see yourself as helpful, friendly, and trustworthy to the people around you.

Social environments reward helping people, friendliness, and solving social problems.

Teacher, Counselor, Nurse, Social Worker, Athletic Trainer

Your strongest personality types



Enterprising ●

Compatible Types: Conventional and Social

LIKES TO:

Lead and persuade people
Sell things and ideas
Socialize

AVOIDS:

Scientific
Analytical thinking
Positions without influence or control

HAS GOOD SKILLS WITH:

Leading and persuading people
Selling things or ideas
Speaking

VALUES:

Success in politics
leadership or business
Ambition

Conventional ●

Compatible Types: Enterprising and Realistic

LIKES TO:	AVOIDS:	HAS GOOD SKILLS WITH:	VALUES:
Work with records and machines Carry out plans Keep things organized	Disorganization Ambiguous unstructured activities	Following plans Working with records and numbers in an orderly way	Success in business Financial or business expertise Efficiency

Realistic ●

Compatible Types: Conventional and Investigative

LIKES TO:	AVOIDS:	HAS GOOD SKILLS WITH:	VALUES:
Work with animals, tools and machines	Social activities Teaching Nursing Informing others	Tools Mechanical drawings Machines Animals	Practicality Things you can see or touch Plants and animals you grow Things you build or make better

Investigative ●

Compatible Types: Artistic and Realistic

LIKES TO:	AVOIDS:	HAS GOOD SKILLS WITH:	VALUES:
Study and solve Math or science problems	Leading Selling Persuading people	Understanding Solving science and math problems	Curiosity Scientific achievement

Independence
Logic

Artistic ●

Compatible Types: Investigative and Social

LIKES TO:	AVOIDS:	HAS GOOD SKILLS WITH:	VALUES:
Creative activities like acting, writing and music	Repetitive and orderly activities	Creating and expressing themselves in writing, drama, music or art	Creative arts Imagination Courage

Social ●

Compatible Types: Artistic and Enterprising

LIKES TO:	AVOIDS:	HAS GOOD SKILLS WITH:	VALUES:
Teach Give advice or comfort Take care of others Give information	Using machines and tools	Helping people Understanding people Teaching	Helping people Solving social problems Equality

About the scores

Scores for each personality type can range from 0 to 33 points. The higher the score, the more you are like that type. And the more comfortable you'll be in a work or college program environment of that type.

A meaningful difference in scoring between types is 5 points. So if fewer than 5 points separates your types, consider your strength in them to be the same.

Thriving environments means you are most likely to thrive and succeed in work or college program environments like these (they match your highest scores).

Promising environments means you may be comfortable in and succeed in work or college program environments like these (they are fairly close to your highest scoring personality type).

Challenging environments means these work or college major environments will likely be demanding and uncomfortable for you. There are other environments that better fit your personality.

About Holland's Theory

Dr. Holland's Basic Idea

You are most likely to be successful and satisfied in a career if your personality is like the personalities of the people working in it.

Similarly, you are more likely to get better grades, stay in your program, and graduate on time if your personality is like the students and professors studying and teaching in your college program.

In other words, whatever choice you make - a career to enter; a course or training program; a college program; a career change, vocation, or retirement focus - you are usually best off to choose one that matches your personality. Major research studies support this idea.

[▶ Watch Career Key's videos on Holland's Theory](#)

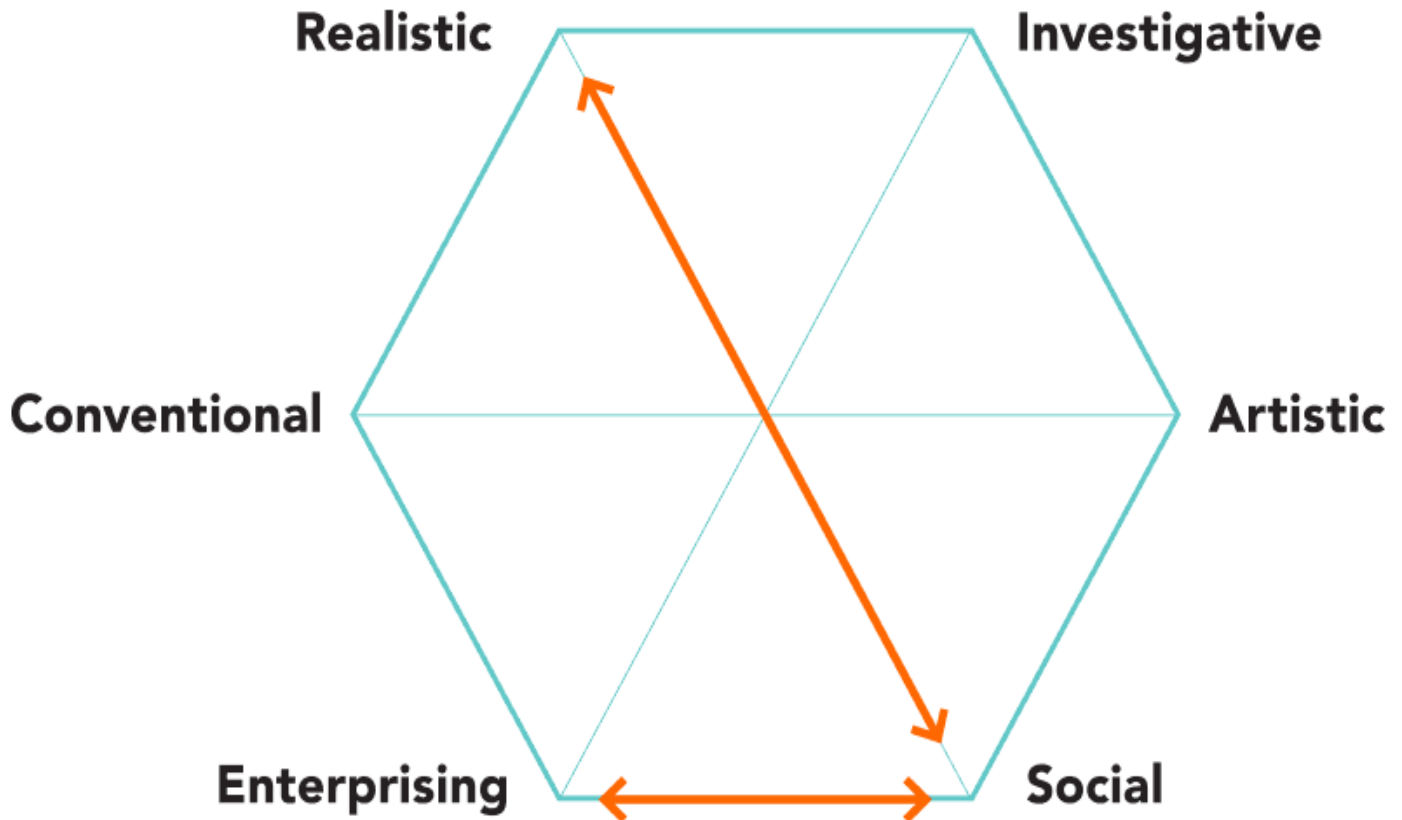
The Holland Hexagon

With his hexagon you will see which of the six personality types are closest to you, and which are further away.

➤ The distance on the hexagon between each type indicates how close they are psychologically. For example, notice that the type at the greatest distance from the Realistic type is Social. When you read the description for these two types, you understand why: their personalities are opposites!

➤ On the other hand, the personality types next to each other on the hexagon, are the closest psychologically-like Social and Enterprising.

Understanding all of this can help you in many ways.



Five More Helpful Ideas from Dr. Holland

These five ideas can help you understand yourself, the people around you, and why it's a good idea to choose an occupation, major, or training program that matches your personality.

1. **People of the same personality type tend to "flock together".**

For example, Artistic people like to make friends and work with Artistic people.

Is this true for you? Are you attracted to people who have a similar personality?

2. **People of the same personality type working together create a work environment that fits their type.**

For example, Artistic people working together create an environment that rewards artistic thinking and behavior-an Artistic environment.

3. **There are six types of environments, and they have the same names as the personality types :**

Realistic, Investigative, Artistic, Social, Enterprising, and Conventional.

Can you think of a Realistic environment, for example, like a class or work setting?

An Investigative environment?

4. **People who work in an environment similar to their personality type are more likely to be successful and satisfied.**

Artistic people, for example, are more likely to be successful and satisfied if they choose a job that has an Artistic environment, like a dance teacher in a dancing school-an environment "dominated" by Artistic type people where creative abilities and expression are highly valued.

5. **Working with people of a similar personality to yours enables you to do many things they do, and to feel more comfortable.**

You've Chosen 3 Careers and Education Programs

Careers

Insurance Sales Agent ● Thriving

These agents commonly sell one or more types of insurance: property and casualty, life, health, and long-term care insurance. Property/casualty policies protect people and businesses from financial loss resulting from automobile accidents, fire, theft, and other events that damage property. Life insurance policies pay beneficiaries when a policyholder dies. Health and long-term care policies cover costs of medical care and assisted-living services for senior citizens.

Learn more about being a [Insurance Sales Agent](#) and how to become one.

Median Pay : \$50,940.00/yr

Job Outlook : 📈 5.5%

Education : High school diploma or equivalent

Values : achievement, ambition, business success, enthusiasm, influence, leadership

Related, Compatible Education Programs **Insurance**

Real Estate Sales Agent ● Thriving

Real estate brokers and sales agents help clients buy, sell, and rent properties. Although brokers and agents do similar work, brokers are licensed to manage their own real estate businesses. Sales agents must work with a real estate broker.

Learn more about being a [Real Estate Sales Agent](#) and how to become one.

Median Pay : \$48,930.00/yr

Job Outlook :  2.3%

Education : High school diploma or equivalent

Values : achievement, ambition, business success, enthusiasm, influence, leadership


Related, Compatible Education Programs Real Estate , Real Estate Development

Wholesale or Retail Buyer

Wholesale and retail buyers purchase goods for resale to consumers like clothing and electronics. Purchasing specialists who buy finished goods for resale are commonly known as buyers or merchandise managers.

Learn more about being a [Wholesale or Retail Buyer](#) and how to become one.

Median Pay : \$52,270.00/yr

Job Outlook :  6.2%

Education : Bachelor's degree

Values : achievement, ambition, business success, enthusiasm, influence, leadership

Related, Compatible Education Programs Apparel and Accessories Marketing Operations , Apparel and Textile Marketing Management , Fashion Merchandising , Merchandising and Buying Operations , Sales, Distribution, and Marketing Operations, General , Wine Steward/Sommelier

How to Make Good Decisions Using ACIP

Choosing a career path, making a career decision, or deciding on a college program - all are critical decisions. They demand high-quality decision making.

There are four essential steps- A, C, I, P - you will want to follow, drawn from the extensive research of the internationally known and respected psychologists, Irving L. Janis and Leon Mann.

A

Alternatives

When making an important decision, look at all your choices. Ask yourself, "Are there any other ways I can solve this problem? Ways that I haven't thought of?"

C	Consequences	Once you have narrowed down your choices to those that look best, weigh the pros and cons of each.
I	Information	Search for new information about each option you are considering.
P	Plans	Make detailed plans for (1) how you will carry out your decision, and (2) what you will do if one of the negative consequences that you thought of under (C) occurs.

Now, visit our step-by-step, online guide to making good decisions.

Yes! Guide me through it

Visit Career Key's online library

[How to Strengthen Your Career Well-Being](#)

[Introverts: Tips for Success](#)

[How to Identify Your Motivated Skills: the skills you most enjoy using](#)

and much more...

Yes! Take me to the library

Keep exploring and creating your future path!

Return often to your online profile to update your options and continue your research.

We can help you narrow your choices or introduce new ones.