

People Preferences:

Goal: What type of people you prefer to work with or to serve.

Method: Dr. John Holland developed a survey instrument to assess these preferences. If you visit a career counselor, they can give you a diagnostic to get a better sense of your preferences. For today we will use this basic rubric.

Holland Personality Types	
Realistic (R) People who like nature, or athletics, or tools and machinery.	Social (S) People who are drawn to helping, teaching, or serving others.
Investigative (I) People who are very curious, like to investigate or analyze things.	Enterprising (E) People who like to start up projects or organizations, and/or influence or persuade people.
Artistic (A) People who are very artistic, imaginative, and innovative.	Conventional (C) People who like detailed work, and like to complete tasks or projects.

Party Exercise:

1. Imagine you are at a party and can only talk to one of these 6 groups of people? Which letter represents the group you would enjoy the most?
2. All of a sudden that group of people have to leave for another event, which of the remaining groups would be your next most enjoyable group?
3. And predictably, this second group has to leave, which would be group that you would now enjoy spending time with?
4. Your Holland Code is these three letter. Find people in the class who share a Holland Code for their first letter and explain why you chose that letter.

Energy Drainers vs. Energy Creators

1. Fill out the first two columns.
2. Use the prioritization grid to transform the second column into the 3rd
3. Use the third column and imagine the opposite personality quality and write it down in the 4th column.
4. Find someone in the room that you have not spoken to and compare lists. Find out what surprised the other person about using the prioritization grid.

Places I have worked	Kinds of people who drove me nuts: <i>(no names, but describe what drove you nuts)</i>	Kinds of people I'd prefer not to have to work with <i>(use prioritization grid to rank)</i>	Kinds of people I'd most like to work with <i>(use prioritization grid to rank)</i>
		1	1
		2	2
		3	3
		4	4
		5	5
		6	6
		7	7
		8	8
		9	9
		10	10

This exercise is adapted from [What Color Is Your Parachute?](#) by Richard Bolles