

## YOUR PROFESSIONAL INTEREST STRUCTURE

According to Holland (1985), there are six basic personality orientations in our culture. Accordingly, every person seeks the environment that corresponds to his personality and interests. If he / she succeeds, complete person-environment congruence exists. This leads to a higher satisfaction with the chosen profession.

Interests are action tendencies that are understood to be relatively stable, cognitive, emotional and value anchored. They differ in style, direction, generalization and intensity. The types of interests are different ways in which people deal with the objects of their environment. According to this concept, six fundamental attitudes of humans towards their environment can be distinguished: realistic, investigative, artistic, social, enterprising, conventional (RIASEC).

### “practical-technical orientation” (r – realistic)



Persons of this type prefer activities with strength, coordination and manual skills and lead to concrete, visible results. They have skills and abilities especially in the mechanical, technical, electrotechnical and agricultural field. They tend to reject educational or social activities.

### “intellectual-investigative orientation” (i – investigative)



People of this type prefer activities with physical, biological or cultural phenomena. They like to use systematic monitoring and research. Their skills are especially in mathematics and science.

### “artistic-linguistical orientation” (a – artistic)



People of this type prefer open, unstructured activities that have an artistic self-expression or the design of creative products. Their abilities are mainly in the field of language, art, music, drama and writing.

### “social orientation” (s – social)



People of this type prefer activities where they interact with others in the form of teaching, training, care or nursing. Their strengths are in the field of interpersonal relationships.

### “enterprising orientation” (e – enterprising)



People of this type prefer activities and situations in which they influence others with the help of language or other means, bring something to lead, even manipulate. Their strengths are in the field of leadership and management quality.

### “conventional orientation” (c – conventional orientation)



Persons of this type prefer activities, in which the structured and regular handling of data is in the foreground, e.g. keep records, save data, carry out documentation, work with office machines etc. (back-office activities). Their strengths are in the field of mathematical and business skills.

If one additionally considers which ideal types are the second and third largest similarities, then the individual personality structure can be described in different ways. So someone can be categorized as R-type or as RI or RIC subtype. The combination of the six basic orientations results in a total of 30 two-digit and 120 three-digit subtypes. It should be noted that the smaller the gap between two types, the greater their similarity.

The types immediately adjacent to each other in the hexagon have compatible interests and / or environmental requirements. They are consistent or harmonious. Opposing orientations are inconsistent, they unite features that rarely occur together. For example, a person who is primarily artistically-linguistically and secondarily conventionally-oriented, an inconsistent personal code (AC), because these two orientations contain hardly compatible behaviors: interest in open, unstructured activities, exploration of ideas, originality (A) vs. Interest in activities that focus on the structured and regular handling of data, conventionality (C). Also inconsistent are people and environments with a CA, EI, IE, RS and SR code. A middle consistency exists when the two dominant orientations are obliquely opposite each other in the hexagonal model (e.g., RA, IS, AE). It is believed that people with consistent orientations have clearer and more stable personal goals.

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