



Holland Codes and Exploratory Tracks

After you've completed the Work Interest Assessment on Focus 2 Career, see how your top Holland Codes match up with each Exploratory Track. Haven't taken the Focus 2 Career assessment to explore your interests yet? Follow [this link](#) to take the assessment (access code: **uwcareer**), then come back here to see how the interest codes you identified match up with UW's Exploratory Tracks:

Remember, interests are only one of many important factors to consider when making academic, career, and life goals. If you want to explore more in depth, make an appointment with a career counselor.

Communication, Media, & the Arts	
Top Holland Codes	Artistic, Enterprising and Realistic
Are you?	creative, energetic, idealistic, introspective, helpful, innovative, original, imaginative, insightful, intuitive, principled, and resourceful
Do you?	<ul style="list-style-type: none"> • focus on personal meaning and self-expression • see the big picture and possibilities and think outside the box • understand how things are connected and imagine how things could be different • enjoy figuring things out by yourself and problem solving in a unique way • dislike math and science, technical precision, and bureaucracy
Can you?	design, write, sketch, leverage social media, express ideas, and persuade others

Math, Data Science & Business	
Top Holland Codes	Conventional, Investigative and Realistic
Are you?	practical, well organized, efficient, structured, numerically inclined, analytical, observant, inquisitive
Do you?	<ul style="list-style-type: none"> • enjoy solving problems using math or technology • like to follow clearly defined procedures • work well with numbers and can pay attention to details • enjoy playing games such as board games, computer games or video games • do others see you as being good at organizing and arranging ideas and information • dislike vague or messy rules when it comes to solving problems
Can you?	think abstractly, understand theories, work within a system, organize activities, lead a group, be accurate and efficient with your work

Government, Public Policy & Justice

Top Holland Codes	Social, Conventional and Investigative
Are you?	idealistic, understanding, responsible, practical, systematic, persistent, inquisitive, logical, analytical, independent
Do you?	<ul style="list-style-type: none"> • approach life and work in an objective and analytical manner • like to focus on realities and practical applications in your life • tend to have a technical or just-the-facts approach to things, ideas or people • solve problems by looking at all the angles • take the time the time to find the best approach to a problem or situation
Can you?	write, leverage social media, express ideas, and persuade others

Human Service, Wellness & Social Science

Top Holland Codes	Social, Realistic and Enterprising
Are you?	helpful, conscientious, friendly, cooperative, caring, patient, understanding, a good listener, empathic, and resourceful
Do you?	<ul style="list-style-type: none"> • like to teach, train, and lead others • have strong convictions • play team sports or belong to social groups • dislike math and science, conflict, and technical work • make others feel comfortable and at ease • resolve conflict • help people find resources and information
Can you?	mediate, motivate, empower and encourage

Science, Technology & the Environment

Top Holland Codes	Investigative, Realistic and Conventional
Are you?	analytical, solution-focused, detail oriented, evaluative, hands-on, curious, practical, hard-working, research-oriented
Do you?	<ul style="list-style-type: none"> • enjoy science courses • like being outdoors • value seeing the results of your work • consider the importance of the environment • work well with your head and hands
Can you?	write, communicate effectively, think critically, work outdoors, analyze complex issues, work independently

Culture, Society & Diversity

Top Holland Codes	Social, Enterprising and Artistic
Are you?	creative, idealistic, reflective, a leader, passionate, open-minded, accepting of differences, flexible
Do you?	<ul style="list-style-type: none"> • think about social issues • value equity • challenge the norm • feel empathy towards those who struggle • want to influence the way people think and behave
Can you?	communicate effectively, think critically, address conflict openly, be the spark that ignites change in society and in organizations, challenge traditional ways of thinking