

The Cliquidity Vocational Interests (VI) assessment is based on Dr John L. Holland's theory that interests fall into six distinct types. While a person may be interested in a single area, they usually show a marked interest in two or three areas. The Holland Code is an indication of an individual's highest, second highest and third highest interest type. It is also linked to the O\*Net Career categorisation system which allows the VI assessment report to indicate various careers that may interest the individual.



The Holland Code is an indication of an individual's highest, second highest and third highest interest type, denoted by the three initials for each Interest type (RIASEC).

As people have different interest codes, occupations have different codes for the kind of interest requirements they would meet. So, while an individual's code might be **RIA** (Realistic, Investigative, and Artistic), they may be happy working in an occupation that has a similar code, such as **RAI**. All your interests would be fulfilled in this case.

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**Completion Time**  
10-20 minutes

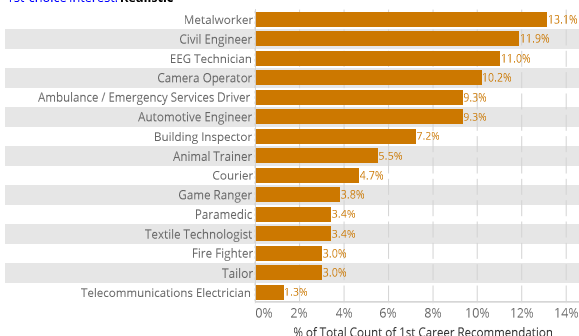


**Example Report**

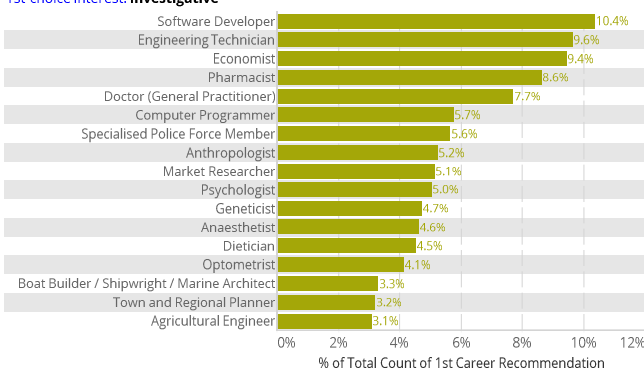


## Frequencies of career recommendations for the first Holland 3-character code (n=3,333).

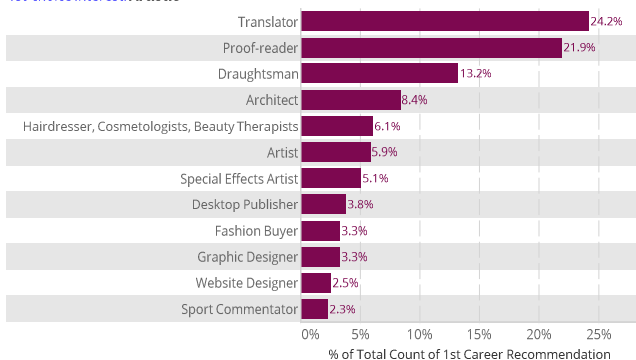
### 1st-choice Interest: Realistic



### 1st-choice Interest: Investigative



### 1st-choice Interest: Artistic



## The RIASEC Interest Types

### Realistic

Prefer physical, active jobs that produce tangible, concrete results. Often enjoy working with their hands to fix, build or repair things.

### Investigative

Prefer thinking jobs that involves gathering information, developing theories and analysing problems.

### Artistic

Prefer working creatively and expressing themselves.

### Social

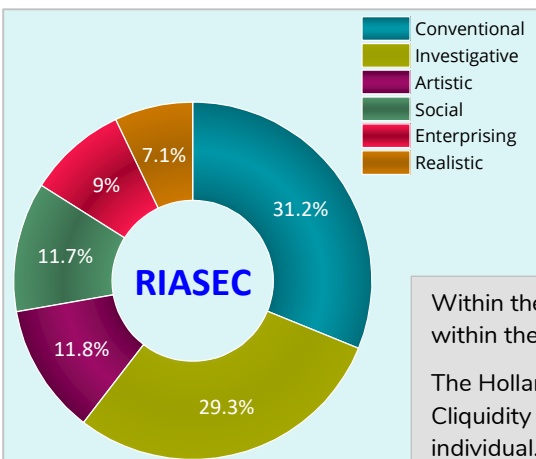
Prefer working with people. they enjoy teamwork and can be nurturing and caring.

### Enterprising

Prefer persuading others, selling and managing people. They pursue organisational goals and economic success

### Conventional

Prefer work that requires attention to detail, structure and accuracy.



Within the n = 3,333-case Cliquidity dataset, the frequencies of the first preferred interest code within the Holland 3-character code.

The Holland codes are also linked to the [O\\*Net Career categorisation system](#) – which allows the Cliquidity Vocational Interest assessment report to indicate various careers that may interest the individual. A clear advantage for career guidance/information purposes.