

# Holland Party Game

Author(s): BACG  
 Grades: 9<sup>th</sup> to 12<sup>th</sup> grade  
 National Career Development Guideline Standards: [PS1](#),  
[PS2](#), [PS4](#), [CM1](#), [CM2](#)  
 American School Counselor Association Standards:  
 Develop Career Awareness A1.3

Lesson length: 60 minutes

## Overview

In this lesson students play an interactive game, called the Holland Party Game. This game was developed by (and adapted by the *Bay Area Career Guide* staff) Richard Bolles, author of What Color is Your Parachute? Students will imagine they are in a hypothetical college lunchroom observing other students who are engaged in conversations. Based on these conversations, students are to select their first choice table to join and the instructor leads a discussion as follows. Students will then test their choices by trying the online *Bay Area Career Guide* assessment tool.

## Lesson Objectives

- Students will demonstrate awareness of their career Personality Types and will determine their own unique career interest Holland Code.
- Students will be able to identify types of careers that match and do not match their Holland Code.

## Materials

- Handouts:  
 CAREER GUIDE PROFILE (optional)  
 HOLLAND PERSONALITY TYPES
- The letters, R, I, A, S, E, C, written on individual sheets of paper, taped around the classroom.

## Procedure

Suggested  
 timeframe  
  
 (5 min.)

1. WARM UP: QUICK WRITE  
 Teacher displays Holland Personality Types.  
 "With what descriptor do you most identify? Realistic, investigative, artistic, social, enterprising, conventional.  
 Explain your answer.  
 Teacher asks for volunteers to share their responses to the warm up.

	(10 min.)	<p>2. Discuss the background of the Holland Theory.<sup>1</sup></p> <p><u>Holland Theory</u></p> <p><i>John Holland worked as an Army Classification Interviewer during World War II and later as a university counselor. He found that as he interviewed, he could begin to predict people's responses based on patterns he noticed over the years. He identified these patterns and divided them into six broad categories. The definitions for these categories are listed in the "Holland Personality Type" handout:</i></p> <ul style="list-style-type: none"> <li>• <b>Realistic</b></li> <li>• <b>Investigative</b></li> <li>• <b>Artistic</b></li> <li>• <b>Social</b></li> <li>• <b>Enterprising</b></li> <li>• <b>Conventional</b></li> </ul> <p><i>These patterns are interesting, but they become more useful when correlated to occupations. Dr. Holland believed that people can be described as a combination of these six types, and that work environments can also be described as a combination of the same six types. If people find a compatible work environment, they are more likely to be satisfied and productive.</i></p>
	(20 min.)	<p>3. Teacher introduces the Holland Party Game to play with the class.</p> <ul style="list-style-type: none"> <li>• Students imagine that their classroom is a large cafeteria at a nearby community college. Different groups of students are sitting throughout the room eating lunch and talking.</li> <li>• Students must choose to have lunch with one of the following groups of people in "Description of Party Game Tables."</li> <li>• Students listen to all the group descriptions and then choose their first choice.</li> <li>• <b>WRITING ACTIVITY: QUICK WRITE</b> <i>"Using the handout, HOLLAND PERSONALITY TYPES, explain your first choice and why you chose it."</i></li> <li>• Students physically join the table with the letter of their first choice. Each table has a list of possible career options for that match.</li> <li>• Students share with each other at the table why they chose this personality type.</li> <li>• Ask students to then select their second choice repeat the quick write before moving to the table of their second choice.</li> </ul>

<sup>1</sup> Definitions: Holland (Occupational) Code refers to each student's unique combination of interests based on survey results. Holland Personality Types refers to the six categories into which a person's expressed occupational interests fall.

	<p>(10 min.)</p> <p>Possible Prompts</p>	<ul style="list-style-type: none"> <li>• Students share with each other the table why they chose this personality type.</li> </ul> <p>4. GROUP DISCUSSION: WHOLE CLASS Teacher asks the students questions about their choices. Possible prompts are listed below.</p> <ul style="list-style-type: none"> <li>• <i>Why did you choose your first table? (Egs. I'm a painter so I chose Artistic)</i></li> <li>• <i>Why did you choose your second table?</i></li> <li>• <i>What kinds of occupations could you do to combine your two choices? (For example: Social and Artistic could be a Drama Therapist) DON'T SEE HOW THEY WOULD KNOW THIS???</i></li> <li>• <i>What are bad career choices for you based on your first and second choices: (For example: Social and Artistic people would not like to work independently as a researcher calculating detailed computations. Other tips are to look at opposite corners of the room and consider that those interest areas are the ones that they do not prefer.)</i></li> </ul>
	<p>(15 min.)</p>	<p>5. OPTIONAL: After playing the party game, ask students to take the BACG survey online and see if their results match what their original Party Game choices were.</p>
<p><b>Close</b></p>	<p>(5 min.)</p>	<p>TICKET OUT THE DOOR: <i>"List your number one "type" and three (3) things you realized about yourself today."</i></p>
<p><b>Additional Resources</b></p>	<p>The Holland Party Game is based on Richard Bolles' work in <u><a href="#">What Color is Your Parachute</a></u>. You can learn more about his work at his website: <a href="http://www.jobhuntersbible.com/">http://www.jobhuntersbible.com/</a></p> <p>To learn more about John Holland see: <a href="http://www.self-directed-search.com/Holland.html">http://www.self-directed-search.com/Holland.html</a></p>	

# Explore: Career Guide Profile

**Holland Personality Type: What your two most prevalent types?**

**Number One:**

Definition:

**Number Two:**

Definition:

College programs that interest me	Define the Program	Related Jobs	Where is this program offered?
	<p><i>Students study the theory of flight and the design, construction, operation, and maintenance of aircraft, aircraft propulsion units, and aerospace vehicles. Includes combined airframe and powerplant mechanics programs.</i></p>		<p><i>Solano Community College www.solano.edu</i></p>

<b>College programs that interest me</b>	<b>Define the Program</b>	<b>Related Jobs</b>	<b>Where is this program offered?</b>

## Holland Personality Types

Everyone has some level of each type, but generally there are 2-3 that are more significant than the others. Let's take a closer look at the *Holland Personality Types*.

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