**R: Realistic (Doers)**

Realistic people typically like to work with things more than with people. They tend to be more interested in action than thought. They tend to be assertive and competitive, and are interested in activities requiring motor coordination, skill and strength. They also prefer concrete approaches to problem solving, rather than abstract theory. Their interests tend to focus on scientific or mechanical areas rather than cultural and aesthetic areas.

Realistic individuals are often described as genuine, sensible, practical, thrifty, modest, persistent, and honest. Typical competencies displayed by realistic types might include: mechanical skills, physical strength, motor skills, problem-solving with tools, and outdoorsy or adventurous activities.

People who are Realistic are "doers" that typically like to work with their hands. They tend to like operating heavy equipment, working with animals, using hand tools that require motor coordination and manual dexterity, operating precision machinery, assembling and repairing electronics, or working with physical components of computers and computer networks.

**I: Investigative (Thinkers)**

Investigative people typically like to work with ideas and data more than with people or things. They like to think and observe rather than act, and to organize and understand information rather than to persuade. They also prefer individual rather than people oriented activities. They like to study and solve math or science problems rather than leading, selling, or persuading people.

Investigative individuals are usually described as logical, curious, exact, intellectual, cautious, independent, quiet, and modest. Typical competencies displayed by investigative people might include: mathematical skills, analytical skills, writing skills, scientific ability, and perseverance in solving difficult and abstract problems.

People who are Investigative are "thinkers" that generally enjoy gathering information, uncovering facts, and analyzing and interpreting data. They tend to like doing scientific or laboratory work, conducting research and analyses, collecting and organizing data, and solving science and math problems.

**A: Artistic (Creators)**

Artistic people typically like to work with ideas more than with things. They are creative and tend to focus on self-expression through all kinds of mediums: materials, music and words, as well as systems and programs. Artistic people tend deal with problems in intuitive, expressive, and independent ways and are not afraid to experiment with their ideas. They like variety and tend to feel cramped in structured situations.

Artistic individuals are usually described as open, creative, independent, emotional, impulsive, and original. Typical competencies displayed by artistic people might include: thinking creatively, verbal-linguistic skills, musical ability, artistic ability, and theater.

People who are Artistic are "creators" that value their self-expression, are highly imaginative, and are very original. They tend to like activities such as writing, composing music, creating artwork, acting, playing musical instruments, and designing.

**S: Social (Helpers)**

Social people typically like to work with people more than with things. They tend to have well developed communications skills and like to help, encourage, counsel, guide, train, or facilitate others. They tend to be drawn to seek close relationships with other people and are less apt to want to be highly intellectual or physical.

Social individuals are often described as helpful, understanding, responsible, warm, cooperative, convincing, friendly, kind, generous, trustworthy, and patient. Typical competencies displayed by social people might include: interpersonal skills, verbal ability, teaching, listening, and the ability to empathize and understand others.

People who are Social are "helpers" that like to work in teams and to help people. They tend to like teaching, hiring and training, caring for others, presenting information, and facilitating group activities.

**E: Enterprising (Persuaders)**

Enterprising people generally like to work with people, data or ideas more than with things. People who are Enterprising enjoy working with others and leading them towards organizational and economic success. They are goal-oriented, want to see results, and tend to function with a high degree of energy and optimism. They prefer business settings, and often approach social events with a purpose beyond socializing.

Enterprising individuals are usually described as outgoing, adventurous, energetic, optimistic, sociable, and self-confident. Typical competencies displayed by enterprising people might include: public speaking, decision-making skills, social and interpersonal skills, leadership skills.

People who are Enterprising are "persuaders" that like to influence others, lead groups, and take risks. They tend to like activities like selling, leading business or political groups, entertaining clients, giving speeches, talks, and presentations, and managing people or projects.

**C: Conventional (Organizers)**

Conventional people generally like to work with papers and numbers. They tend to pay a lot of attention to detail and organization, and prefer to work with data, particularly in the numerical, statistical, and record-keeping realm. They have a high sense of responsibility and want to know precisely what is expected. They prefer clearly defined, practical problems and to solve problems by applying rules. They like structure and order, and dislike unstructured or unclear work and interpersonal situations.

Conventional individuals are typically described as practical, careful, thrifty, efficient, orderly, and persistent. Typical competencies displayed by conventional people might include: efficiency, organization, management of systems and data, mathematical skills, and detail orientation.

People who are Conventional are "organizers" that pay attention to detail, engage with data systems, and value accuracy. They tend to like conducting financial analyses, organizing office procedures, record keeping, writing business reports, making charts or graphs and developing computer software.