### Annex 5 Activity E: Holland Code (RIASEC) test

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| --- | --- | --- | --- | --- | --- | --- |
| **School:** |  | **Class:** |  | **Class No.:** |  | **Name:** |

**In the following table, tick the item that appropriate description of your personality, interest and relevant abilities with a BLACK PEN. （You can choose more than 1 description options in each category）**

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| --- | --- | --- | --- | --- | --- |
| **Types of career inclinations** | **Personality** | **Interest** | **Relevant Abilities** | **Choice Frequency** | |
| **My Choice** | **Partner’s Choice** |
| **R** | * Humble * Practical * Determined * Out-spoken * Stubborn * Pragmatic * Self-reliant | * Like to work with objects * Like to work with mechanical tools * Like outdoor activities * Dislike academic studies * Dislike working with others | * Mechanical skills * Using equipment and apparatus * Fail to express own feelings * Fail to communicate and socialize with others |  |  |
| **I** | * Clever * Introvert * Independent * Rational * Precise * Orderliness * Discreet * Fond of pondering * Curious | * Like analytical activities * Like to observe and learn * Good at solving problems * Like to do research * Dislike repetitive works | * Comprehending abstract   concepts   * Analyzing, assessing and solving science problems * Carrying out experiments * Fail to work with others |  |  |
| **A** | * Impulsive * Creative * Independent * Emotional * Self-centred * Orderless * Perfectionist * Guide by instinct | * Like creation-related works * Like aesthetical activities * Like to show individuality procedures * Dislike repetitive works | * Imagination * Coming up with innovations and creations * Artistic talents * Fail to follow rules |  |  |
| **S** | * Sociable * Friendly * Kind-hearted * Tactful * Reliable * Patient * Willing to help | * Like to work with others * Like to help others * Care about current issues * Like to join social gatherings * Dislike working with mechanical tools | * Coordination techniques * Mentoring and assisting others * Giving insights and   perceptive thoughts   * Communication techniques * Understanding others’ needs |  |  |
| **E** | * Confident * Extrovert * Optimistic * Energetic * Astute * Ambitious * Opinionative * Willing to take tasks | * Like to persuade others * Like to strive for the best at work * Like to join social gatherings * Seek acceptance and respect from others * Dislike doing research | * Managerial skills and   leadership   * Selling skills * Persuading skills * Exerting influence on others * Social techniques |  |  |
| **C** | * Discreet * Responsible * Conservative * Efficient * Self-disciplined * Orderliness * Obedient | * Like to handle particulars * Like to work by orders * Like documentation * Like to process data * Dislike to work with abstract ideas | * Data-processing skills * Documenting systematically * Handling accounts with orderliness * Composing data/ reports   attentively   * Lack of creativity |  |  |

Ho et al. (2013)

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|  | **Personality** | **Description** |
| **R** | * **Humble** 謙遜的 | having or showing a modest or low estimate of one's importance. |
| * **Practical** 實際的 | likely to succeed or be effective in real circumstances; feasible. |
| * **Determined** 堅決的 | having made a firm decision and being resolved not to change it. |
| * **Out-spoken** 坦率的 | talking in a free and honest way about your opinions. |
| * **Stubborn** 頑固的 | being determined not to obey or yield. |
| * **Pragmatic** 注重實效的 | dealing with the problems that exist in a specific situation in a reasonable and logical way. |
| * **Self-reliant** 獨斷獨行的 | reliant on one's own powers and resources rather than those of others. |
| **I** | * **Clever** 聰明的 | quick to understand, learn, and devise or apply ideas. |
| * **Introvert** 個性內向 | tend to be preoccupied with their own thoughts and feelings and minimize their contact with other people. |
| * **Independent** 獨立的 | free from outside control. |
| * **Rational** 理性的 | based on facts or reason and not on emotions or feelings. |
| * **Precise** 精確的 | marked by exactness and accuracy of expression or detail. |
| * **Orderliness** 整齊 | free from disorder; neat or well-arranged. |
| * **Discreet** 慎重的 | being careful and prudent in one's speech or actions. |
| * **Fond of pondering** 喜歡琢磨 | to think about （something） with thoroughness and care. |
| * **Curious** 好奇的 | eager to know or learn something. |
| **A** | * **Impulsive** 任性的 | acting or done without forethought. |
| * **Creative** 有創造力的 | relating to or involving the use of the imagination or original ideas to create something. |
| * **Independent** 獨立的 | free from outside control. |
| * **Emotional** 情感的 | arousing or characterized by intense feeling. |
| * **Self-centred** 自我中心的 | preoccupied with oneself and one's affairs. |
| * **Orderless** 無條理的 | disorder. |
| * **Perfectionist** 力求完美者 | refusing to accept any standard short of perfection. |
| * **Guide by instinct** 直覺為本的 | following intuitive reaction not based on rational conscious thought. |
| **S** | * **Sociable** 善於交際的 | willing to talk and engage in activities with other people; friendly. |
| * **Friendly** 友好的 | acting like a friend - kind and helpful. |
| * **Kind-hearted** 仁慈的 | having or showing a kind and gentle nature. |
| * **Tactful** 圓滑的 | careful not to offend or upset other people. |
| * **Reliable** 可靠的 | able to be trusted |
| * **Patient** 有耐性的 | able to accept or tolerate delays, problems, or suffering without becoming annoyed or anxious. |
| * **Willing to help** 樂於助人的 | |
| **E** | * **Confident** 自信的 | feeling or showing confidence in oneself or one's abilities or qualities. |
| * **Extrovert** 性格外向者 | a friendly person who enjoys talking to and being with other people. |
| * **Optimistic** 樂天的 | hopeful and confident about the future. |
| * **Energetic** 精力充沛的 | showing or involving great activity or vitality. |
| * **Astute** 機敏的 | having or showing an ability to accurately assess situations or people and turn this to one's advantage. |
| * **Ambitious** 有野心的 | having or showing a strong desire and determination to succeed. |
| * **Opinionative** 固執己見的 | relating to, or consisting of one’s opinion. |
| * **Willing to take tasks** | |
| **C** | * **Discreet** 慎重的 | being careful and prudent in one's speech or actions. |
| * **Responsible** 負責任的 | having an obligation to do something, or having control over or care for someone, as part of one's job or role. |
| * **Conservative** 保守的 | averse to change or innovation and holding traditional values. |
| * **Efficient** 有效率的 | achieving maximum productivity with minimum wasted effort or expense. |
| * **Self-disciplined** 自我約束的 | the ability to make yourself do things that should be done. |
| * **Orderliness** 整齊 | free from disorder; neat or well-arranged. |
| * **Obedient** 服從的 | complying or willing to comply with an order or request; submissive to another's authority. |