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

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **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）**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **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)

|  |  |  |
| --- | --- | --- |
|  | **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. |