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Of Vocational  
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The theory

incorporates several

constructs from

personality psychology,

vocational behavior,

and social psychology,

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including self-perception theory and social stereotyping. Applications of Holland's theory of vocational choice involve assessing individuals in terms of two or three prominent personality types and then matching the respective types with the environmental aspects of potential careers.

**Holland's Theory of**

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Chapter 1: Introduction  
to the theory -- Chapter  
2: The personality  
types -- Chapter 3: The  
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.. Vocational

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origin of John L.

Holland's theory of  
vocational personalities  
can be traced back to  
his 1966 publication  
Psychology of  
Vocational Choice,  
which was followed by  
four subsequent  
editions of Making  
Vocational Choices.

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**Holland's Theory of  
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Super's Developmental  
Self-Concept Theory

Vocational

development is the  
process of developing  
and implementing a  
self-concept. As the  
self-concept becomes  
more realistic and  
stable, so does  
vocational choice and  
behavior. People

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choose occupations that permit them to express their self-concepts.

## **Overview of Career Development Theories**

making effective career choices. His theory and assessment tools have helped millions of people worldwide and are supported by hundreds of research studies.

Holland's Theory



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Holland found that people needing help with career decisions can be supported by understanding their resemblance to the following six ideal vocational personality types:

**HOLLAND=S  
OCCUPATIONAL  
PERSONALITY TYPES**

The Holland Codes or the Holland Occupational Themes (RIASEC) refers to a

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by American

psychologist John L.  
Holland.

**Holland Codes -**

**Wikipedia**

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1985 - Orientation

professionnelle- 211

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Explains the use of...

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The 1959 article in  
particular ("A Theory of  
Vocational Choice,"

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of Counseling

Psychology) is

considered the first

major introduction of

Holland's "theory of

vocational personalities

and work

environments." Holland

originally labeled his

six types as "motoric,

intellectual, esthetic,

supportive, persuasive,

and conforming."

**John L. Holland -  
Wikipedia**

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## Making Vocational Choices A Theory

### Vocational

Personalities and Work Environments Theory  
Also known as

Vocational Choice

Theory, John L. Holland (1966, 1997) theorized that matching people to their jobs was key, yet he emphasized the importance of the individuals' personality (i.e., interests) in their career choices.

## **Career Development Theories**

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Making vocational  
choices: a theory of  
careers John L. Holland  
Snippet view - 1973.

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... John L. Holland No  
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**Careers - John L ...**

Despite the broad use  
of TPB and SCCT

individually as well as  
jointly in investigating  
the college major

choice, at the time of  
writing, Holland's  
theory of career choice  
has been used a lot  
more ...

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