

1. Which corner of the room would you instinctively be drawn to, as the group of people you would most enjoy being with for the longest time? (Leave aside any question of shyness, or whether you would have to actually talk to them; you could just listen.)

Write the letter for that corner here:

2. After fifteen minutes, everyone in the corner you chose leaves for another party across town, except you. Of the groups that still remain now, which corner or group would you be drawn to the most, as the people you would most enjoy being with for the longest time?

Write the letter for that corner here:

3. After fifteen minutes, this group too leaves for another party, except you. Of the corners, and groups, which remain now, which one would you most enjoy being with for the longest time?

Write the letter for that corner here:

The three letters you just chose are called your “Holland Code.”<sup>2</sup>

Put that code here:

Now, copy that code onto Petal #1, My Preferred Kinds of People to Work With. So far, so good.

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2. Incidentally, John always encouraged people to write down somewhere all six versions (technically called *permutations*) of your code. Thus, if your code were, say, SIA, its permutations would be SIA, SAI, IAS, ISA, ASI, AIS. This is especially useful if you are ever going to look up careers that correspond to your code. Put “Holland Codes for careers” into your favorite search engine, and you will find such sites as [www.vista-cards.com/occupations](http://www.vista-cards.com/occupations).

Further, he and I worked together on this application of his system to daydreams: list all the things you’ve ever dreamed of doing. Then, to the right of each, try to *guess*—guess!—at what you think the three-letter Holland Code would be for each. When done, look at each code and assign a value of 3 to any letter in the first position; assign a value of 2 to any letter in the second position; and assign a value of 1 to any letter in the third position [e.g., in the case of IAS, you’d give 3 points to “I,” 2 points to “A,” and 1 point to “S”]. Do this for every code you’ve written down, then total up all the points for each letter. How many points did “R” get, how many points did “I” get, etc. Choose the top three with the most points, in order, when you’re done, and you have the Holland Code of your daydreams. As John said to me, “This is the most reliable way of determining someone’s code, but who would believe it, except you and me?”