

What is C-Match¹?

C-Match is one of the tools that can help you evaluate the type of jobs and careers that are likely the best fit for you.

There is no right answer for C-Match. It is a way for you to think about what you like to do, what motivates you and how you like to interact with people. Your personal C-Match choices might change from day to day.

By comparing your own C-Match choices to the C-Match for the jobs and careers profiled in Explore Careers you can get a picture of how your interests and values match those of people who are most successful in the jobs or careers you explore. You may learn something about yourself as well as about the careers you explore.

Simply stated, if the requirements of a job closely match the way a person thinks, likes to spend their time, and how they interact with people then a person is likely to enjoy their work and succeed.

How was C-Match designed?

See Tables 1 & 2 below for a detailed description of each type.

- C-Match is based on a system called the Holland Codes, which is a behavioral theory developed after many years of research that attempts to explain career choice, satisfaction and persistence. Holland developed six personality types and six environmental types. Most people are a combination of all six types.
- Why only 3 choices? The research is most often combined into six combined personality/environmental types from which the three most influential traits are ordered from most influential (far left) to highly influential (middle) to influential (far right). This does not mean that other traits are not relevant. The three letter designation is referred to as a “Holland Code”. On our website, *Explore Your Future*, we refer to the Holland Codes as C-Match.

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- How were the codes developed for the jobs & careers? After extensive research, including five major endeavors, Holland and his researchers assigned Holland Codes to the thousands of jobs and careers compiled by the Departments of Labor, Commerce and Education. These assignments are widely used by school counselors, career counselors and human resources managers (those responsible for hiring at many companies).
 - C-Match utilizes the Holland Codes presented in the Dictionary of Holland Occupational Codes Third Edition (referred to as the “Dictionary”) published in 1996.
 - Some jobs and careers, especially those in technology and emerging industries, were not classified in 1996 or have had a change in title since 1996 and therefore are not included in the Dictionary. The Explore Your Future team assigned a code to these jobs and careers through one of two methods:
 - Assigning the Holland Code provided through the on-line service O*NET OnLine, a website developed for the U.S. Department of Labor by the National Center for O*NET Development, (referred to as O*NET). <http://online.onetcenter.org/>
 - In the absence of a Holland Code in either the Dictionary or O*NET, the Explore Your Future team approximated a C-Match code by reference to a job or career that is included in the Dictionary or O*NET with an activity description and required skills proximate to the unclassified job or career. See a complete list and description in Tables 3 & 4 below.
- Is there a way to get a better idea of my personal C-Match? Yes, school, college and career counselors can provide access to a comprehensive career aptitude assessment test (such tests may not be based on the Holland theory;

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there are other accepted theories). Some tests are also available on-line by searching keywords such as career test². Typically, there is a cost for assessment tests. Be cautious and research the vendor before making any purchase on-line.

² Explore Your Future does not endorse or promote any test or vendor.

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Table 1 – A Brief Description of Holland Personality Types

----- Personality Type -----

Attribute	REALISTIC	INVESTIGATIVE	ARTISTIC	SOCIAL	ENTERPRISING	CONVENTIONAL
<i>Preference for activities & occupations</i>	Manipulation of machines, tools & things	Exploration, understanding & prediction or control of natural & social phenomena	Literary, musical or artistic activities	Helping, teaching, treating, counseling, or serving others through personal interaction	Persuading, manipulating or directing others	Establishing or maintaining orderly routines; application of standards
<i>Values</i>	Material rewards for tangible accomplishments	Development or acquisition of knowledge	Creative expression of ideas, emotions or sentiments	Fostering the welfare of others; social service	Material accomplishment & social status	Material or financial accomplishment & power in social, business or political arenas
<i>Sees self as</i>	Practical, conservative & having manual & mechanical skills	Analytical, intelligent, skeptical & having academic talent	Open to experience, innovative, intellectual	Emphatic, patient & having interpersonal skills	Having sales & persuasive ability	Having technical skills in business or production

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Table 1 – A Brief Description of Holland Personality Types (continued)

----- Personality Type -----

Attribute	REALISTIC	INVESTIGATIVE	ARTISTIC	SOCIAL	ENTERPRISING	CONVENTIONAL
<i>Sees self as</i>	Lacking social skills	Lacking interpersonal skills	Lacking clerical or office skills	Lacking mechanical ability	Lacking scientific ability	Lacking artistic competencies
<i>Others see as</i>	Normal, frank	Asocial, intellectual	Unconventional, disorderly, creative	Nurturing, agreeable, extroverted	Energetic, gregarious	Careful, conforming
<i>Avoids</i>	Interaction with people	Persuasion or sales activities	Routine & conformity to established rules	Mechanical & technical activity	Scientific, intellectual topics	Ambiguous or unstructured undertakings

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Table 2 – A Brief Description of Holland Environmental Types

----- Personality Type -----

Attribute	REALISTIC	INVESTIGATIVE	ARTISTIC	SOCIAL	ENTERPRISING	CONVENTIONAL
<i>Requires</i>	Manual & mechanical competencies, interaction with machines, tools & objects	Analytical, technical, scientific & verbal competencies	Innovation or creative ability; emotionally expressive interaction with others	Interpersonal competencies; skill in mentoring, treating, healing, or teaching others	Skills in persuasion & manipulation of others	Clerical skills; skills in meeting precise standards for performance
<i>Demands & rewards the display of</i>	Conforming behavior; practical accomplishments	Skepticism & persistence in problem solving; documentation of new knowledge; understanding of or solution to problems	Imagination in literary, artistic or musical accomplishment	Empathy, humanitarianism, sociability, friendliness	Initiative in the pursuit of financial or material accomplishment, dominance, self confidence	Organization ability, conformity, dependability
<i>Values or personal styles allowed expression</i>	Practical, productive & concrete values; robust, risky adventurous style	Acquisition of knowledge through scholarship or investigation	Unconventional ideas or manners; aesthetic values	Concern for the welfare of others	Acquisitive or power-oriented styles; responsibility	Conventional outlook & concern for orderliness & routines

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Table 2 – A Brief Description of Holland Environmental Types (continued)

----- **Personality Type** -----

Attribute	REALISTIC	INVESTIGATIVE	ARTISTIC	SOCIAL	ENTERPRISING	CONVENTIONAL
<i>Occupations or other environments involve</i>	Concrete, practical activity; use of machines, tools, materials	Analytical or intellectual activity aimed at trouble shooting or creation & use of knowledge	Creative work in music, writing, performance, sculpture or unstructured intellectual endeavors	Working with others in a helpful or facilitating way	Selling, leading, manipulating others to attain personal or organizational goals	Working with things, numbers, or machines to meet predictable organizational demands or specified standards
<i>Sample occupations</i>	Carpenter, truck operator	Psychologist, microbiologist	Musician, interior designer	Counselor, clergy member	Lawyer, retail store manager	Production editor, bookkeeper

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**Table 3 – C-Match Codes Related to Similar Jobs or Careers in the
*Dictionary of Holland Occupational Codes, Third Edition***

Job or Career in Explore Careers	C-Match Code	Related Job/Career in Dictionary
Aerospace Engineer	IRS	Aeronautical Engineer
Animator	AIE	Medical & Scientific Illustrator & Set Designer
Clinical Laboratory Technician	IRE	Medical Laboratory Technician
Clinical Nurse Specialist	ISA	Nurse Practitioner
Database Engineer	IRE	Software Engineer
Diagnostic Medical Sonographer	SRI	Radiologic Technician
Drafter/Designer of Multi-Media & Digital Media	RCI	Architectural Drafter
Game Artist	AER	Graphic Designer
Game Producer	IES	Engineering Manager, Electronics
Game Programmer	IRC	Computer Programmer

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**Table 3 (continued) – C-Match Codes Related to Similar Jobs or Careers in the
*Dictionary of Holland Occupational Codes, Third Edition***

Job or Career in Explore Careers	C-Match Code	Related Job/ Career in Dictionary
LAN/WAN Architect	IER	Computer Systems Analyst
Mammography Technologist	SRI	Radiologic Technologist
Network Administrator	IER	Computer Systems Analyst
Network Analyst	IER	Computer Systems Analyst
Network Architect	IER	Computer Systems Analyst
Network Engineer	IER	Computer Systems Analyst
Neuropsychologist	IRS	Neurologist
Project Engineering Manager	IES	Engineering Manager, Electronics
Rehabilitation Counselor	SEC	Vocational –Rehabilitation Counselor
Sound Designer	RAE	Sound Effects Technician
Webmaster	CSR	Computer Operator

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Table 4 – C-Match Codes Related to Similar Jobs or Careers in O*NET OnLine

Job or Career in Explore Careers	C-Match Code	Related Job/Career in O*NET
Audio/Video Engineer	RIC	Audio & Video Equipment Technicians
Biological Science Technician	RIC	Biological Technicians
Clinic Supervisor	ECS	Medical & Health Service Manager
Computer Service Technician	RIC	Computer Support Specialist
Dance Teacher	ASE	Choreographer
Database Technician	RIC	Computer Support Specialist
Game Designer	AER	Commercial & Industrial Designer
Game Tester	ICR	Software Quality Assurance Engineers & Testers
Health Care Manager	ECS	Medical & Health Service Manager
Help Desk Technician	RIC	Computer Support Specialist
Home Care Worker	SRC	Personal & Home Care Aides
Multi-Media Developer	EAC	Advertising Manager

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Table 4 (continued) – C-Match Codes Related to Similar Jobs or Careers in O*NET OnLine

Job or Career in Explore Careers	C-Match Code	Related Job/Career in O*NET
Network Support Technician	RIC	Computer Support Specialist
Nuclear Technician	IRC	Nuclear Engineer
Personal Trainer	SRE	Fitness Trainers & Aerobic Instructors
Production Artist	ARE	Graphic Designer
Psychologist	ISA	Clinical Psychologist
Sports Agent	ESC	Agents & Business Managers of Artists, Performers & Athletes
Web Designer	CIR	Website Developer

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