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applied theories of career development. Based on the premise that personality factors underlie career
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and make career decisions that satisfy their preferred personal orientations.

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Holland's theory of vocational personalities and work environments is a mature theory in that it has been widely researched for a period extending beyond 35 years. Evidence has generally supported the formulation of the Holland types; however, it has been concluded that the hexagon itself is much less symmetrical and exact than the drawings might depict.

Holland's Theory of Vocational Personalities and Work ...

In vocational choice, individuals will generally experience the attributes of only the chosen alternative (e.g., receive the salary, have the social contacts and autonomy in their actual future job); ongoing comparisons with rejected alternatives are rarely the case (cf. Pfeffer, 1990). Accordingly, context

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matching in vocational choice implies a separate evaluation of options.

Vocational choice: A decision making perspective ...

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Holland's theory of vocational choice The Holland Occupational Themes, "now pervades career counseling research and practice." Its origins "can be traced to an article in the Journal of Applied Psychology in 1958 and a subsequent article in 1959 that set out his theory of vocational choices [...]" The basic premise was that one's occupational preferences were in a sense a veiled expression of underlying character."

John L. Holland - Wikipedia

Title: Holland J L. Making vocational choices: a theory of careers. Englewood Cliffs, NJ: Prentice-Hall, 1973. Subject: Commentary by : Holland J.L. Current Contents ...

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John Holland's Theory of Career Choice (RIASEC) maintains that in choosing a career, people prefer jobs where they can be around others who are like them. They search for environments that will let them

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use their skills and abilities, and express their attitudes and values, while taking on enjoyable problems and roles.

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