

# Pass The Walmart Retail Associate Assessment Test

TAKE THE FIRST STEPS TO ACE THIS TRICKY TEST  
Sample Questions & Tips Included



# Dear Candidate,

Passing the Walmart RAA Test (Retail Associate Assessment) is a critical step toward becoming a retail associate at Walmart.

The main challenge candidates face is that the RAA doesn't have one universally "correct" answer — the best responses depend heavily on the specific role you are applying for.

For example, answers that would be ideal for a customer service representative could cause you to fail if you're taking the test for an hourly supervisor position.

For full preparation, including detailed explanations and practice questions, be sure to check out JobTestPrep's Walmart RAA preparation program.

Good Luck,  
JobTestPrep Team

# What Should You Expect on the Walmart RAA Test?

- ◆ The Walmart RAA Test (Realistic Assessment for Associates) is an employment assessment designed to evaluate how **job candidates will respond to everyday work situations at Walmart and Sam's Club**. It measures critical skills like teamwork, customer service, problem-solving, and work ethic.
- ◆ The test is typically divided into four main parts:

## **Section 1: Work with Customers/Members and Associates**

Respond to real-life scenarios you may encounter on the job.

## **Section 2: Handle Customer/Member Transactions**

Quickly and accurately calculate change for customers in an interactive exercise.

## **Section 3: Tell Us Your Story**

Answer questions about your background and experience to show Walmart the type of employee you are.

## **Section 4: Describe Your Approach**

Respond to personality questions that reveal how well you fit the role.

This PDF covers two major sections of the test: Sections 1 and 4. For a full preparation with detailed guides and explanations, check out our complete Walmart Retail Associate PrepPack.

[Get Started Now](#)

💡 **LOOKING FOR A DIFFERENT TEST?** 💡

**FULL OVERVIEW OF VARIOUS WALMART TESTS**



## Questions and Full Explanations

To help you pass the Walmart RAA exam, we at JobTestPrep created sample questions accurately simulating those found on the actual test.

This is but a small portion of the questions and answers you will find on the

JobTestPrep [Walmart Retail Associate Assessment Test Preparation Pack](#).

**First section will include SJT questions:** You will be presented with realistic work scenarios — for example, dealing with an upset customer, a lazy coworker, or a messy work area.

For each scenario, you must choose: The action you would be most likely to take, and the action you would be least likely to take.

**Second section will include Self-Assessment Statements:**

"I enjoy working in a fast-paced environment." vs. "I prefer a steady, relaxed pace."  
You must indicate which statement describes you "most like me" and "somewhat like me".

These questions assess your work preferences, reliability, flexibility, and resilience.

# Walmart Retail Associate Assessment (SJT)

## Shift Productivity

Your team's productivity is falling behind because a team member isn't keeping up. Other coworkers are starting to get frustrated. What would you be most and least likely to do?

Pick one of each

Most	Focus on your responsibilities and understand that everyone can have tough days occasionally.	Least
Most	Offer help to your coworker, noticing that he seems to be struggling today.	Least
Most	Bring up the situation with another colleague to hear their opinion.	Least
Most	Confront your coworker and tell him he needs to pick up the pace.	Least

## Bakery Counter

You're working the bakery counter during a rush. A loyal customer engages you in conversation while another customer nearby looks like they need assistance. What would you be most and least likely to do?

Pick one of each

Most	Let the first customer know you'll be right back after assisting someone else.	Least
Most	Politely apologize and explain that another customer needs your immediate help.	Least
Most	Let the customer continue his story uninterrupted to maintain goodwill.	Least
Most	Gently ask the customer if there's anything he needs today while signaling you are busy.	Least

# Walmart Retail Associate Assessment (SJT)

## Coworker Cleanup

After your coworker leaves for the day without cleaning his area, you tidy it up to avoid accidents. The next day, you see him again. What would you be most and least likely to do?

Pick one of each

Most	Mention to your coworker that leaving his area messy could have caused an accident.	Least
Most	Tell him you cleaned up after him and hint that he owes you one.	Least
Most	Report the issue to your supervisor to prevent future problems.	Least
Most	Say nothing, since you already handled it.	Least

## Coworker Productivity

The newest member of your team isn't keeping pace with the rest, and the team has to compensate. What would you be most and least likely to do?

Pick one of each

Most	Remain patient and give her more time to get accustomed to the workload.	Least
Most	Check in with her to see how she's adjusting and offer assistance.	Least
Most	Provide helpful tips for improving speed and quality.	Least
Most	Bring the concern to your supervisor, suggesting a reassessment of her fit for the role.	Least

# Walmart Retail Associate Assessment (SJT)

## Experienced Associate

An experienced coworker prefers a slower method, but you know a quicker, better way to do the task. What would you be most and least likely to do?

Pick one of each

Most	Recommend to your manager that a refresher training be scheduled for everyone.	Least
Most	Politely demonstrate your method and encourage him to consider trying it.	Least
Most	Ask to learn more about his way while sharing your alternative approach.	Least
Most	Stick to his way for now to keep the peace.	Least

## New Team Experience

Your new teammates are working hard, but are slower than you due to lack of experience. What would you be most and least likely to do?

Pick one of each

Most	Talk with your manager to discuss ways to better support your teammates.	Least
Most	Remind them firmly of the need to meet performance standards.	Least
Most	Help them with their tasks and suggest small tips for efficiency.	Least
Most	Allow them more time to naturally improve with practice.	Least

## Walmart RAA (Self Assessment)

I try hard to avoid mistakes when learning something new.

Most like me

Somewhat like me

OR

Somewhat like me

Most like me

I realize mistakes are part of the learning process.

.....

I thrive when work is fast-paced and intense.

Most like me

Somewhat like me

OR

Somewhat like me

Most like me

I perform best when work flows at a steady, manageable pace.

## Walmart RAA (Self Assessment)

I am confident I can overcome any obstacle.

Most like me

Somewhat like me

OR

Somewhat like me

Most like me

Some challenges feel too overwhelming to handle.

.....

Getting it perfect right away isn't necessary; improvement happens over time.

Most like me

Somewhat like me

OR

Somewhat like me

Most like me

Doing it perfectly the first time is essential.

## Walmart RAA (Self Assessment)

I have unwavering confidence in my ability to succeed.

Most like me

Somewhat like me

OR

Somewhat like me

Most like me

I sometimes question whether I can really succeed.

.....

I enjoy relaxed, quiet days the most.

Most like me

Somewhat like me

OR

Somewhat like me

Most like me

I enjoy busy, fast-moving days the most.

## Walmart RAA (Self Assessment)

I prefer when plans are stable and don't change much.

Most like me

Somewhat like me

OR

Somewhat like me

Most like me

I can easily adapt when plans are constantly shifting.

.....

I am satisfied if I give my full effort, even if I miss the goal.

Most like me

Somewhat like me

OR

Somewhat like me

Most like me

I push myself to achieve every goal I set.

## Walmart RAA (Self Assessment)

I feel pressure to get things exactly right the first time.

Most like me

Somewhat like me

OR

Somewhat like me

Most like me

I accept that mistakes are part of improving.

.....

Sometimes I shy away from tasks that seem too hard.

Most like me

Somewhat like me

OR

Somewhat like me

Most like me

I'm confident in my ability to tackle any difficult task.

## Walmart RAA (Self Assessment)

I try hard to avoid errors when attempting something new.

Most like me

Somewhat like me

OR

Somewhat like me

Most like me

I know I will make mistakes when I first try something.

.....

I prefer moving quickly, even if it means a few mistakes.

Most like me

Somewhat like me

OR

Somewhat like me

Most like me

I prioritize doing my work precisely, even if it takes longer

## Walmart RAA (Self Assessment)

I prefer a calm, steady work environment.

Most like me

Somewhat like me

OR

Somewhat like me

Most like me

I perform my best in a high-energy, fast-paced environment.

.....

I easily shift gears when plans change.

Most like me

Somewhat like me

OR

Somewhat like me

Most like me

I get frustrated when plans constantly change.

## Walmart RAA (Self Assessment)

I'm proud of myself when I give full effort, regardless of the outcome.

Most like me

Somewhat like me

OR

Somewhat like me

Most like me

Achieving the goal is what matters most to me.

.....

Spending too much time perfecting small details can slow down important tasks.

Most like me

Somewhat like me

OR

Somewhat like me

Most like me

It's crucial to check everything carefully to ensure accuracy.

## Walmart RAA (Self Assessment)

Setting unrealistic goals can lead to unnecessary disappointment.

Most like me

Somewhat like me

OR

Somewhat like me

Most like me

Extremely ambitious goals push me to perform my best.

.....

I adapt easily when plans change suddenly.

Most like me

Somewhat like me

OR

Somewhat like me

Most like me

I find satisfaction in completing things exactly as planned.

## How Can JobTestPrep Help You Prepare?

Over the years, JobTestPrep has helped **thousands of** satisfied Walmart test-takers with their aptitude tests.

### The Benefits:

- ◆ Practice tests and study guides for all 4 test sections.
- ◆ **Step-by-step explanations.**
- ◆ Personalized score reports based on position.
- ◆ Based on actual Walmart recruitment criteria.
- ◆ 2 practice tests, 2 study guides, 1 interactive game.
- ◆ 24/7 Customer Service

Visit [JobTestPrep's Walmart Page](#) or search Google for "Walmart JobTestPrep" for the most comprehensive and accurate Walmart RAA preparation available today.

Looking for a different Walmart page? See the Free Walmart Assessment practice test (with full questions and answers) and with information on all the different Walmart preparations JobTestPrep has to offer.

**[Take a Free Walmart Assessment Test](#)**