Walmart Assessment Practice Sheet

Free from jobinterviewat.com, 2026. We wrote every practice item on this sheet ourselves. They are not real Walmart test questions or answers: the scenario pools rotate and the personality sections have no answer key, so no genuine answer sheet exists.

The three rules

Question type	What it looks like	Rule
Personality statements	Agree-to-disagree scale on statements about how you work	Commit to the strong ends. Answer as the same reliable, rule-following, customer-first worker every time the trait comes back reworded.
Customer scenarios	A store situation with responses to rank	Greet, fix, escalate, in that order. Ignoring the customer and breaking a rule to please them are the worst options.
Match-and-error	A product label next to a shelf tag	Compare line by line: item number, size, price, unit price. Slow and literal beats a quick glance.

The test is untimed. Applicants who failed and then passed mostly describe changing only their pace and their consistency.

Practice 1: personality statements

Mark each one: Strongly agree (SA), Agree, Neutral, Disagree, Strongly disagree (SD). Items come in reworded pairs, the way the real section repeats a trait. The second item in each pair is the reverse of the first, so agreeing with one should mean disagreeing with the other.

#	Statement	Your answer
1	I follow store procedures even when no one is watching.	
2	When the store is busy, rules are more like suggestions.	
3	I like helping customers find what they came in for.	
4	Customers with lots of questions slow me down, so I keep answers short.	
5	I show up on time for every scheduled shift.	
6	Leaving a little early is fine if my work looks done.	

Practice 2: customer scenarios

Rank the responses from most effective (1) to least effective (4).

Scenario A. You are stocking a shelf when a customer asks where the batteries are. You don't know.

Response	Rank
a) Keep stocking. There are signs over every aisle.	
b) Say you're not sure and point toward the electronics side of the store.	
c) Say you'll find out, ask a coworker who knows, then walk the customer there.	
d) Send the customer to the customer service desk.	

Scenario B. At your register, a customer wants a discount on a dented can. You are not allowed to change prices.

Response	Rank
a) Take a dollar off. Keeping the customer happy matters most.	
b) Say no and start scanning the next customer's items.	
c) Apologize, explain you can't change prices, and call a supervisor who can decide.	
d) Apologize and offer to have an undented can brought up while you keep the line moving.	

Practice 3: match-and-error

Compare each product label with its shelf tag. Write what doesn't match, or "no error".

#	Product label	Shelf tag	Mismatch?
1	Paper towels, 6 rolls Item 004521 $8.97	Paper towels, 6 rolls Item 004512 $8.97, $1.50 per roll	
2	Ground coffee, 28 oz Item 118230 $11.48	Ground coffee, 24 oz Item 118230 $11.48, $0.41 per oz	
3	AA batteries, 12 count Item 207764 $3.48	AA batteries, 12 count Item 207764 $3.48, $0.31 each	
4	Dish soap, 19.4 oz Item 330915 $2.97	Dish soap, 19.4 oz Item 330915 $2.97, $0.15 per oz	

Decode your retake date

What the portal shows	What applicants report it means
A retake date years away	You passed. A passing score stays valid, so the system sees no reason to retest you soon.
A retake date weeks or a month or two away	The score fell short. That date is when you may try again; put it in your calendar.
A retake date and no active applications	The result sits on your candidate profile on its own. Reapply once the date passes.

Walmart never shows a pass or fail screen. Trust the date in your own portal over any general figure.

Answer key

Practice 1. SA on 1, 3 and 5; SD on 2, 4 and 6. Pairs 1-2, 3-4 and 5-6 test the same trait, so a consistent worker lands on opposite strong ends within each pair. Neutral answers, or a pair where both answers lean the same way, are the pattern to avoid.

Scenario A. c, d, b, a. Option c greets, fixes and pulls in help; a ignores the customer.

Scenario B. d and c are both strong, since each acknowledges the customer and stays within the rules; rank them 1 and 2 in either order. Then b, which keeps the rule but brushes the customer off, and a last, because it breaks a rule to please them.

Practice 3. 1: item number (004521 vs 004512). 2: size (28 oz vs 24 oz); the tag's $0.41 per oz fits 28 oz, not 24. 3: unit price ($3.48 / 12 = $0.29, not $0.31). 4: no error ($2.97 / 19.4 oz = about $0.15).

Full explanations, applicant reports and the Pathways graduation test: jobinterviewat.com/walmart-assessment-test/