

Staff Sergeant Weighted Airman Promotion System (WAPS) Practice Test (Sample)

Study Guide



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SAMPLE

Questions

- 1. What key element is observed in the most successful WAPS participants?**
 - A. Proactive engagement in professional development and training**
 - B. Limited interaction with peers**
 - C. Dependence on past performance alone**
 - D. Lack of interest in career advancement**
- 2. What does the term "Redux Plan" refer to in military retirement?**
 - A. A less generous retirement plan with lower benefits**
 - B. A retirement plan based on average earnings**
 - C. A plan that allows early retirement options**
 - D. A retirement plan for reservists only**
- 3. What should Airmen do if they feel their EPR was unfairly evaluated?**
 - A. They should follow the established EPR appeal process for review**
 - B. They should ignore it and move on**
 - C. They should complain to their peers**
 - D. They should seek external legal advice immediately**
- 4. Career Airmen who have served more than 20 years receive selective reenlistment consideration how many months before their original expiration of term of service?**
 - A. 7 months**
 - B. 10 months**
 - C. 13 months**
 - D. 16 months**
- 5. Your pay date is not negatively adjusted if you do what?**
 - A. Take advance leave**
 - B. Change duty stations**
 - C. Complete mandatory training**
 - D. Extend your service commitment**

- 6. Which of the following is NOT considered in the WAPS scoring?**
- A. Performance evaluations**
 - B. Time in service**
 - C. Drill attendance**
 - D. Testing scores**
- 7. How often are the 12 Outstanding Airmen of the Year selected?**
- A. Annually**
 - B. Biannually**
 - C. Quarterly**
 - D. Monthly**
- 8. Who is responsible for all personnel and administrative actions regarding patients in ADAPT?**
- A. Commanders**
 - B. Supervisors**
 - C. Medical Officers**
 - D. Unit Leaders**
- 9. How long is the usual deferment period for military members to develop a family care plan?**
- A. Two months**
 - B. Four months**
 - C. Six months**
 - D. Three months**
- 10. What is the maximum score an Airman can earn from the Promotion Fitness Examination (PFE)?**
- A. 50 points**
 - B. 75 points**
 - C. 100 points**
 - D. 150 points**

Answers

SAMPLE

- 1. A**
- 2. A**
- 3. A**
- 4. C**
- 5. A**
- 6. C**
- 7. A**
- 8. A**
- 9. B**
- 10. C**

SAMPLE

Explanations

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1. What key element is observed in the most successful WAPS participants?

A. Proactive engagement in professional development and training

B. Limited interaction with peers

C. Dependence on past performance alone

D. Lack of interest in career advancement

The key element observed in the most successful WAPS participants is proactive engagement in professional development and training. This approach reflects a strong commitment to personal growth and career progression, which is essential in a competitive promotion system like WAPS. By actively seeking new knowledge, gaining additional skills, and participating in training opportunities, airmen enhance their qualifications and make themselves more valuable to the Air Force. Proactive engagement also includes taking the initiative to seek out mentorship, obtaining certifications, and staying updated on Air Force policies and practices. This dedication not only leads to improved performance but also demonstrates a commitment to the Air Force's core values and mission. As the WAPS evaluates candidates, those who show a clear investment in their professional development are likely to stand out among their peers, further increasing their chances of promotion.

2. What does the term "Redux Plan" refer to in military retirement?

A. A less generous retirement plan with lower benefits

B. A retirement plan based on average earnings

C. A plan that allows early retirement options

D. A retirement plan for reservists only

The "Redux Plan" in military retirement refers to a less generous retirement plan with lower benefits. Specifically, it was introduced as part of the National Defense Authorization Act in the mid-1980s and featured provisions that reduced the percentage of the base pay retirees receive based on years of service after longer periods of service. This plan was designed to help control military retirement costs, but it resulted in significantly reduced overall benefits compared to the traditional retirement plan available to service members. Individuals who chose the Redux Plan typically experienced a reduction in their retirement pay compared to those who opted for the High-3 system, which bases retirement pay on the average of the highest three years of monthly basic pay. As a result, the Redux Plan is often viewed unfavorably by service members because of its lower payout, demonstrating an important consideration in retirement planning within the military structure.

3. What should Airmen do if they feel their EPR was unfairly evaluated?

A. They should follow the established EPR appeal process for review

B. They should ignore it and move on

C. They should complain to their peers

D. They should seek external legal advice immediately

The appropriate course of action for Airmen who believe their enlisted performance report (EPR) was evaluated unfairly is to follow the established EPR appeal process for review. This formal process is designed to ensure that concerns about EPR evaluations are handled in a systematic and fair manner. By utilizing the official appeal mechanism, Airmen can present their case and seek a reassessment based on the criteria and guidelines set forth by the military. Going through the appeal process allows for a structured examination of the EPR, facilitating the opportunity to address any discrepancies or issues with the evaluation. This is particularly important as the outcomes of EPRs can significantly affect promotions, assignments, and overall career progression. Engaging in this process demonstrates professionalism and a commitment to resolving issues through the appropriate channels. Other options, such as ignoring the situation, complaining to peers, or seeking external legal advice, do not align with Air Force protocols for addressing performance evaluation concerns. Ignoring an unfair EPR could lead to persistent negative impacts on an Airman's career, while informal complaints and external legal consultations may detract from the community-oriented and collegial spirit the military encourages. Following established procedures not only safeguards personal interests but also upholds the integrity of the evaluation system.

4. Career Airmen who have served more than 20 years receive selective reenlistment consideration how many months before their original expiration of term of service?

A. 7 months

B. 10 months

C. 13 months

D. 16 months

Career Airmen who have served more than 20 years receive selective reenlistment consideration 13 months before their original expiration of term of service. This timeline is established to ensure that those with extensive experience and valuable skills within the Air Force are effectively managed and have ample time for consideration of reenlistment. It allows both the Airman and the command to engage in necessary planning regarding future assignments and career development. Facilitating a decision well in advance helps maintain continuity and retention of knowledgeable personnel within the service, ensuring that the Air Force retains its qualified members as well as maintains operational readiness.

5. Your pay date is not negatively adjusted if you do what?

- A. Take advance leave**
- B. Change duty stations**
- C. Complete mandatory training**
- D. Extend your service commitment**

When considering the impact on your pay date, taking advance leave does not result in a negative adjustment. Advance leave allows service members to take leave before they have accrued enough time off, meaning that their pay remains uninterrupted as they utilize benefits they're entitled to. This is crucial for managing work-life balance without financial penalties. In contrast, changing duty stations or extending your service commitment may involve various administrative processes that could delay pay adjustments or lead to other factors affecting pay. Completing mandatory training could potentially affect pay or allowances dependent on the circumstances, but advance leave specifically does not impact your pay date negatively. Understanding the implications of these choices helps ensure that service members can make informed decisions regarding their leave and commitments while maintaining financial stability.

6. Which of the following is NOT considered in the WAPS scoring?

- A. Performance evaluations**
- B. Time in service**
- C. Drill attendance**
- D. Testing scores**

Drill attendance is not included in the WAPS scoring system. WAPS primarily focuses on performance evaluations, time in service, and testing scores as key components that determine an airman's promotion eligibility. Performance evaluations assess an airman's job performance and overall contributions to the unit, providing a measure of how well they execute their duties. Time in service is a critical factor as it reflects the level of experience and commitment the airman has dedicated to their role within the Air Force, influencing their readiness for promotion. Testing scores measure the knowledge and skills acquired by the airman, demonstrating their capability to advance to the next rank. Drill attendance, however, is related to participation in training and readiness exercises, but it is not a direct metric taken into account for WAPS scoring. The emphasis of the WAPS process is to evaluate aspects that directly relate to job performance, experience, and knowledge relevant to the promotion, making drill attendance less pertinent in this context.

7. How often are the 12 Outstanding Airmen of the Year selected?

- A. Annually**
- B. Biannually**
- C. Quarterly**
- D. Monthly**

The selection of the 12 Outstanding Airmen of the Year occurs annually. This process highlights exemplary Airmen who have made significant contributions to the Air Force and showcases their achievements. The annual selection allows for a comprehensive evaluation of the candidates over an extended period, ensuring that those chosen truly exemplify the ideals and values of the Air Force. This timing also aligns with recognizing Airmen for their accomplishments throughout the year, promoting a culture of excellence and motivation within the service. Other frequencies like biannually, quarterly, or monthly would not allow for the thorough consideration of candidates' achievements and impact over a substantial duration.

8. Who is responsible for all personnel and administrative actions regarding patients in ADAPT?

- A. Commanders**
- B. Supervisors**
- C. Medical Officers**
- D. Unit Leaders**

The responsibility for all personnel and administrative actions regarding patients in the ADAPT (Alcohol and Drug Abuse Prevention and Treatment) program falls to the commanders. Commanders play a crucial role in ensuring that all personnel under their command receive the necessary support and care associated with substance abuse treatment. They are tasked with not only maintaining the health and readiness of their units but also ensuring compliance with policies and regulations regarding substance use and treatment programs. Commanders have the authority to make decisions that can affect the welfare of their personnel, and they must ensure that appropriate actions are taken in accordance with military guidelines and directives for handling cases related to substance abuse. This includes oversight of the treatment process and follow-up care for individuals in ADAPT. Their leadership is vital in fostering an environment that supports recovery and promotes overall unit effectiveness. While supervisors, medical officers, and unit leaders have important roles in managing personnel, they do so under the direction and authority of the commander, who holds ultimate accountability for personnel and administrative actions in the context of the ADAPT program.

9. How long is the usual deferment period for military members to develop a family care plan?

- A. Two months**
- B. Four months**
- C. Six months**
- D. Three months**

The usual deferment period for military members to develop a family care plan is typically four months. This period is established to give service members sufficient time to assess their personal situations and prepare a comprehensive plan that ensures their dependents will be taken care of in the member's absence. This timeframe is crucial for addressing various aspects of the care plan, such as guardianship, education, health care, and any special needs of the dependents. A four-month deferment strikes a balance between urgency and the need for thorough preparation, allowing military members enough time to collaborate with family members and ensure that all considerations are addressed adequately. In contrast, shorter deferment periods such as two or three months may not provide adequate time for the development of a detailed and comprehensive family care plan, while a six-month period may be unnecessarily long and could delay the readiness of the military member for deployment or other duties.

10. What is the maximum score an Airman can earn from the Promotion Fitness Examination (PFE)?

- A. 50 points**
- B. 75 points**
- C. 100 points**
- D. 150 points**

The maximum score an Airman can earn from the Promotion Fitness Examination (PFE) is indeed 100 points. The PFE is designed to assess the physical fitness of Airmen, and a perfect score reflects optimal physical condition and readiness according to Air Force standards. This scoring structure ensures that Airmen meet the necessary physical fitness requirements, which are critical for overall readiness and effectiveness within their roles. Understanding the scoring system is important as it directly influences the overall weighted score when combined with other components of the WAPS, impacting promotion potential. The point distribution for the PFE is set to encourage Airmen to maintain a high level of fitness in alignment with Air Force priorities.