

PRESS RELEASE

Why the End of the Year Is One of the Best Times to Get Hired

Master coach and White House Alum Eric Woodard shares strategies for professionals to finish 2025 strong, gain career clarity, and enter 2026 with confidence at work and a winning job interview mindset.

Washington, DC - Every December, millions of job seekers make the same assumption: *"Nobody gets hired at the end of the year."*

Dr. Eric Woodard, founder of *Win at Work* and creator of the *Get Hired FAST* program, has coached over 10,000+ job seekers to career success, and he says one belief quietly sabotages career momentum every single winter: the idea that hiring slows down. Job searching should wait until the new year.

"I can't tell you how many job seekers have told me, 'Nobody gets hired at the end of the year,'" Woodard says. "Last New Year's Eve, I was on a Disney cruise in the middle of the Caribbean when two clients called me through WhatsApp to say they had both just accepted job offers. I'll never forget it because it proves how wrong that assumption is." Woodard, a former White House, Senate, State Department, and Smithsonian staffer who has coached professionals across 70 countries, says the year's final stretch is not a hiring lull. It is an opportunity. A unique window for human-centered job search. While most candidates pull back, the smartest ones quietly surge forward.

1. The End of the Year Is a Great Time to Get Hired

Hiring does not stop for the holidays. It simply changes pace. When inboxes quiet down and meetings slow, decision-makers finally have the mental bandwidth to focus on filling critical roles.

"December hiring isn't about urgency," Woodard explains. "It's about relief. Many leaders want to start January with their team in place. They want to begin the new year focused on execution, not recruiting."

He adds that many employers have leftover budget dollars to use before fiscal year-end or open roles they could not fill during the busier spring cycle. That combination of bandwidth and motivation creates what Woodard calls "one of the most overlooked hiring windows of the year."

"When everyone else takes their foot off the gas, the people who keep showing up become impossible to miss," he says.

2. Don't Get Lost in Economic Forecasts

As the year turns, headlines start predicting what's next: inflation trends, job growth rates, tech layoffs, and hiring slowdowns. Woodard says this annual wave of economic chatter distracts job seekers from what actually matters.

"Those stories describe the macro economy," he says. "Job searching is microeconomic. It happens one conversation at a time between two people."

Behind every job posting, he reminds professionals, is a real person who needs help - a manager who is overwhelmed, a department that is understaffed, or a project that has been waiting on the right person to move it forward. "The economy doesn't hire you. A human being does," Woodard says. "And that human doesn't care about GDP forecasts. They evaluate trust,

reliability, and capability.”

3. Get Ready Before January Starts

January is one of the busiest hiring months of the year, which means preparation done now becomes a competitive edge later. “If you spend January getting ready, you’ll miss the first wave,” Woodard says. “January isn’t a reset. It’s a reveal of who kept moving in December.”

He encourages job seekers to use this quieter season to refresh their resumes, sharpen their career story, and reconnect with their network. That small head start often translates into being the first resume in the right inbox, amplifying visibility and career clarity.

“Momentum compounds,” Woodard explains. “Start small now - one conversation, one connection, one updated paragraph - and you’ll have a full head of steam when everyone else is just warming up.”

4. Be More Human in an Automated World

As 2026 approaches, headlines about AI and automation will dominate the career space. Many professionals are scrambling to sound more optimized, more efficient, and more algorithm-friendly. Woodard emphasizes the value of authenticity.

“AI can make you efficient. Humanity makes you unforgettable,” he says. “The opportunity in 2026 isn’t to sound more automated. It’s to be more human.”

He sees it every day: candidates who speak with genuine curiosity, share stories, and show empathy consistently outperform those who sound like job-search chatbots. “Technology can screen resumés, yet it can’t build trust,” Woodard says. “That’s still your job. And it’s the one skill that’s only getting more valuable.”

5. The Networking Goldmine

The end of the year creates natural openings for connection - holiday parties, alumni events, and casual catch-ups that rarely happen midyear. “December conversations are warmer and more relaxed,” Woodard says. “A quick ‘How’s work going?’ can turn into your next opportunity if you’re paying attention.”

He suggests approaching these conversations not as pitches but as check-ins. “Ask people about their year,” he advises. Listen for what’s changing in their world. Sometimes the simplest conversation becomes the introduction that changes everything.

6. Employers Want to Start the New Year Ready

Woodard points out that hiring is not just a job seeker’s concern. Employers have their own psychology this time of year.

“Leaders want to start the new year running, not recruiting,” he explains. “They don’t want to spend January chasing candidates. They want to start the year fully staffed and focused.” This psychology makes December a prime month to demonstrate capability, reliability, and alignment with organizational goals.

Woodard says it is one of the best-kept secrets of corporate hiring cycles.

“If you’re ready when they are, you might be the answer to their year-end wish list,” he says.

7. Looking Ahead to 2026

For Woodard, the message is simple: action beats timing. “Don’t wait for perfect conditions,” he says. “Momentum creates opportunity, and the best time to start is when everyone else is waiting.”

Through his *Get Hired FAST* and **Win at Work** framework, Woodard helps clients land offers in twelve weeks or less by combining clarity, confidence, and storytelling, grounded in the principle that *humans hire humans*.

“Every great career move starts the same way,” he says. “With one person choosing to take action, even when the calendar says it’s time to rest.”

About Eric Woodard

Dr. Eric Woodard (Ed.D., MCC) is the founder and CEO of **Win at Work**, a Washington, DC-based coaching firm helping professionals land better jobs faster. A former **White House, U.S. Senate, State Department**, and **Smithsonian** official, he has coached leaders across more than 70 countries. He is recognized as a **Master Certified Coach (MCC)** by the International Coaching Federation.

His **Get Hired FAST** program blends mindset coaching, storytelling, and human-centered job search strategies to help professionals land positions with clarity, confidence, and purpose.

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