

had better hand-grip strength, life satisfaction, and cognitive functioning, and lower depressive symptoms than those who engaged in instrumental volunteering (all $ps < .05$). The health outcomes of instrumental volunteering were even worse than those who did not volunteer at all. These patterns were more prevalent in the middle-aged adults than in the older adults. Findings of this study indicated the beneficial effects of cognitively demanding volunteering, providing valuable directions for future programs on volunteering.

COMPANIONSHIP WITH FAMILY, FRIENDS, AND NEIGHBORS IN LATER LIFE

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Companionship with close others are known to have a significant positive effect on our well-being in later years of life. At the same time, it is known that the frequency of meeting and chatting with others, an indicator of companionship, declines as we age. In this study we explore the situation of companionship among older-old and oldest-old people. The focus of this study on understanding how the aging process affects the experience of companionship and how people adapt to the loss of companionship. Semi-structured, in-depth interviews with 43 people aged 75 and older living in urban communities in Kawasaki, Japan. Participants were asked about everyday interactions with close others and feelings they experienced at the time. Interviews were transcribed and analyzed qualitatively. Chatting, going out for lunch or dinner, and going shopping were examples of activities older Japanese enjoyed with close others. Almost all respondents mentioned the loss of their old friends and siblings. They also mentioned that the decline in their physical and cognitive health, as well as that of their companions hindered shared activities they used to enjoy. They cherished positive interactions with others, although the frequency declined. Some respondents intentionally made new companions in the physical proximity, but it was hard to compensate for the loss of old companions with new one. These findings suggest that the value of companionship remains or even increase as we age. It would be important to identify environmental or social factors that may prevent the loss of companionship among older adults.

INNOVATIVE EXPERIENCES AT WORK SUPPORT HIPPOCAMPAL MAINTENANCE IN LATE LIFE

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Prior research has demonstrated the positive impact of occupational complexity on cognitive aging, however, neural underpinnings remain unclear. There is emerging evidence linking midlife managerial experience to slower hippocampal atrophy (Suo et al., 2012, 2017), supporting the brain maintenance model (i.e. preservation of young-like brain structure). However, occupational complexity, along with education, is known to be a proxy of cognitive reserve (i.e. mind's resistance to brain aging). The current study examined the influence of midlife work environment factors

(i.e., autonomy, control, and innovation; Work Environment Scale, Moos, 1981) on change in hippocampal thickness, while controlling for education and age. We studied 150 participants (60-78 years, $M = 66.27$, $SD = 5.20$, 61% female) from the Seattle Longitudinal Study who had at least one MRI scan and remained cognitively normal between 2006 and 2014. Hypotheses were tested using multilevel modeling in Mplus; gender differences were examined. There was no substantial drop in model fit as a result of adding any of the significant effects. Innovation at work slowed the decrease in hippocampal thickness over time demonstrating the protective effect of more novelty, variety and change in work activities. There was a significant age by gender interaction, such that the decrease in hippocampal thickness was stronger for older women. Together, findings suggest that long-term impact of work environment on the hippocampus extends beyond the effects of education, particularly in men, supporting the brain maintenance hypothesis. Innovation at work should be considered in understanding protective/risk factors in hippocampal atrophy in older age.

OCCUPATIONAL FUTURE TIME PERSPECTIVE MEDIATES AGE DIFFERENCES IN CONFLICT STRATEGIES

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Building on the theoretical framework of socioemotional selectivity theory (Carstensen, 2006), this presentation reports the findings of two studies conducted in Hong Kong Chinese workers to examine whether occupational future time perspective (OFTP) can account for the age differences in conflict strategies. Study 1 is a cross-sectional study with 416 working adults completed an online survey on conflict management ($Mage=39.1$ years, $SD=12.1$), and Study 2 is a laboratory study with 123 workers ($Mage=40.1$ years, $SD=12.1$) indicated their behavioural responses after watching hypothetical workplace conflict videos. In both studies, five conflict strategies (integrating, compromising, obliging, avoiding, and dominating) and OFTP (focus on opportunities and focus on limitations) were assessed. Parallel mediation analyses were performed. The results of Study 1 showed that both focus on opportunities and focus on limitations mediated the effects of age on obliging ($b = -.006$, $SE=.002$; and $b = .006$, $SE=.002$, respectively), avoiding ($b = -.005$, $SE=.002$; and $b = .008$, $SE=.002$, respectively), and dominating ($b = -.014$, $SE=.003$; and $b = .009$, $SE=.002$, respectively). Focus on opportunities could only account for the effects of age on integrating and compromising. The results of Study 2 showed that only focus on limitation could account for the age variations in the use of avoiding ($b = .196$, $SE = .058$) when facing intergenerational conflicts. The findings of this project reveal that the age-related focus on limitations increases older workers' likelihood to utilize maladaptive conflict strategies, such as dominating and avoiding, to deal with conflicts occurred in the workplace.

RETHINKING SOCIAL RELATIONSHIPS: THE DIFFERENTIAL INVESTMENT OF RESOURCES MODEL OF SOCIAL DEVELOPMENT

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