

to the health care team, 4) payment was generally out of pocket to individuals or facilities under subscription services or contracts 5) worker retention improved when system allowed better client to worker matching, more control over shift scheduling, and more efficient staffing. There was little rigorous research on the impacts for care and services or which will have the greatest potential impact on the workforce providing direct care. Reimbursement from federal and private payers is minimal to date yet demand for government payment may grow.

SESSION 3560 (PAPER)

METHODS, THEORY, AND INNOVATION

A BAYESIAN ANALYSIS OF EVIDENCE IN SUPPORT OF THE NULL HYPOTHESIS IN GERONTOLOGICAL PSYCHOLOGY (OR LACK THEREOF)

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Objective: Non-significant p values derived from null hypothesis significance testing do not distinguish between true null effects or cases where the data are insensitive in distinguishing the hypotheses. This study aimed to investigate the prevalence of Bayesian analyses in gerontological psychology, a statistical technique that can distinguish between conclusive and inconclusive non-significant results, by using Bayes factors (BFs) to reanalyze non-significant results from published gerontological research. Method: Non-significant results mentioned in abstracts of articles published in 2017 volumes of ten top gerontological psychology journals were extracted (N = 409) and categorized based on whether Bayesian analyses were conducted. BFs were calculated from non-significant t-tests within this sample to determine how frequently the null hypothesis was strongly supported. Results: Non-significant results were directly tested with Bayes factors in 1.22% of studies. Bayesian reanalyses of 195 non-significant t-tests found that only 7.69% of the findings provided strong evidence in support of the null hypothesis. Conclusions: Bayesian analyses are rarely used in gerontological research, and a large proportion of null findings were deemed inconclusive when reanalyzed with BFs. Researchers are encouraged to use BFs to test the validity of non-significant results, and ensure that sufficient sample sizes are used so that the meaningfulness of null findings can be evaluated.

GENERATIVITY ACROSS ADULTHOOD: THE EFFECTS OF AGE AND AFFECT

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Generativity, or investment in the next generation, is heavily implicated in successful aging. Due to its benefits to both the individual and society, researchers have attempted to identify factors that contribute to generativity. Most studies on generativity, however, have been conducted in cross section, limiting established relations to those occurring between individuals, not within them. The identification of true within-person effects is vital, as between-person relations do not accurately describe

within-person processes. One factor that may contribute to generativity within individuals is positive affect (PA), as experiencing PA seems to broaden individuals' resources, and ultimately build human flourishing. This process may also be moderated by age or change over time. To test these ideas, the current study applied multilevel modeling to ten years of data from N = 1,117 mid-to-later life individuals. A main effects model indicated between-person effects such that younger individuals, as well as individuals with higher global PA, tended to report higher generativity, on average, than older individuals and individuals with lower global PA, respectively. Next, considering within-person effects, individuals tended to report higher generativity during years they experienced more PA. Finally, a two-way interaction effect indicated an age-related difference in a within-person process: although midlife individuals reported higher generativity during years they experienced more PA, later-life individuals did not show this effect. Theoretical implications, including age-graded goal strivings and the broaden-and-build theory, will be discussed.

IMPACT OF THE BE EPIC: A PERSON-CENTERED COMMUNICATION INTERVENTION FOR HOME CARE WORKERS

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The current study assessed the impact of Be EPIC, an innovative, evidence-informed and theoretically-grounded 6-week person-centered communication intervention for personal support workers (PSWs) caring for persons with dementia. Be EPIC focuses on [E]nvironment contexts for using [P]erson-centered communication, while considering client relationships ([I] matter too), and [C]lients' abilities, life history and preferences during routine care. A pre- post-Be EPIC comparative design included an intervention (n=13) and a 6-week waitlist control group (n=10) who completed the same communication-related questionnaire. A Two-Way Mixed ANOVA showed a significant group by time interaction for perceived communication skill (F(1, 21) = 4.67, p = .042, $\eta^2 = .18$). Simple main effects analysis showed that participants who completed Be EPIC reported feeling more confident in communicating with persons with dementia (Mpre = 13.46; SD = .76; Mpost = 16.31, SD = .85). There was no significant change in the control group. Similarly, there was a significant group by time interaction for perceived helpfulness of communication strategies (F(1, 21) = 6.23, p = .021, $\eta^2 = .23$). Simple main effects analysis showed that participants who completed Be EPIC reported significant increases in the helpfulness of effective communication strategies (Mpre = 36.92; SD = 3.42; Mpost = 43.15, SD = 3.21), with no significant change among controls. Findings indicate that Be EPIC enhanced PSWs' confidence in communicating with persons with dementia and enhanced their perception of the helpfulness of effective communication strategies.